



LABOR CLARION

LEADING ARTICLES—November 19, 1909.
COLONEL WEINSTOCK'S REPORT (PART II).
THE PLAINT OF THE BARBERS.
WOMEN'S UNIONS IN GREAT BRITAIN.
THE A. F. OF L. CONVENTION.
JUDGE CONLEY'S DECISION.

OFFICIAL JOURNAL OF THE SAN FRANCISCO LABOR COUNCIL
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
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LABOR CLARION

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No. 40

Employers and Others Who Favor the Act.

It must not be presumed from the foregoing unfavorable and more or less hostile opinions on the part of employers and others toward the act that it has no friends. Here are the opinions of some who speak well of it and their reasons why they do:

A building contractor: "The act has weeded out sweating employers. So far as the building trades are concerned, it has not affected its progress one way or the other."

A manager of a teaming company: "It has helped the dominion because the act has made for a high degree of industrial peace."

A clothing manufacturer: "It has made no difference in the clothing trade, beyond driving out the sweater, and in doing this it has rendered very valuable service. Last year a manufacturer was caught sweating and was driven out of the trade through the operations of the law. Had it not been for the law, in all probability, he would by his sweating methods and at the expense of labor have driven fair employers out of the trade."

A shoe manufacturer: "The law makes for steadiness of wages. I could not have fulfilled my Government contracts for the Boer war, for example, if it had not been for the awards fixing a wage for a fixed period."

Another shoe manufacturer: "The act has been a great advantage in making for industrial peace."

A publisher: "Finds the act advantageous in his business. It has in his opinion been of great advantage to the dominion. It has cut out sweating, raised the condition surrounding the worker, and has cut out payment exacted by employers for teaching apprentices their trade."

Director in street railway company: "Blames agitators for troubled labor conditions. On the whole labor situation better than in England. Considers the whole system under the legislation much better than strikes."

An iron master: "The value of the law is that it prevents sweating."

A labor member of Parliament: "Two-thirds of the men are in favor of the act. The attitude of labor generally is that the new amendments should have a fair trial."

A public official: "A few agitators try to make themselves prominent by railing at the act, but they would abuse any measure that had become law. They are 'agin' the Government always. The steady, silent, vast majority of labor favors the act."

The president of a labor union: "If the act were put to a referendum of workers, 90 per cent would vote for its retention. It has given them fourteen years of comparative industrial peace at fair wages and under good conditions. When in their minds they compare all this with the conditions that prevail in countries where strikes are resorted to, and realize the great amount of loss and suffering that strikes inflict on labor and its dependents, they more keenly appreciate the blessings they enjoy under a system which enables them to have all their grievances settled peacefully."

A waterside worker: "The hours of labor have been shortened under the act, half holidays had been obtained, sweating has been minimized, and the lot of the men has been generally improved, owing to the industrial legislation."

A wholesale dry goods merchant: "Much prefer the act to strikes."

Manager of steamship company: "Is a strong believer in the value of the act, if it is not abused."

A lumber merchant: "Would not be in favor of repealing any part of the act."

A saw mill owner: "Labor legislation of some sort is, in his opinion, absolutely necessary. The act prevents sweating and is advantageous to fair employers."

A shoe manufacturer: "The relations between employer and employee have improved under the act. There is not the continual temptation for the employer to cut down wages in order to undersell his competitor."

Sentiments uttered at an employers' conference: "In some respects the act is admirable. It gives a measure of assurance of settled conditions, and though this is finally dependent upon the loyalty and consent of both parties, it is no small gain."

Colonel H. Weinstock's Report on New Zealand Labor Conditions, Part II.

Insofar as it has been effective in preserving industrial peace, as well as securing justice to the disputants, the act may be said 'to have justified its existence.'

Dr. Findlay, Attorney General of New Zealand: "The act has been educative of public sentiment. New Zealand has impressed obligations on both sides. The great body of workers are impressed with loyalty to the court."

A contractor's foreman: "Under the old conditions, men could be sweated; under the act men cannot be sweated. It has had a tendency to level down the good worker to the poorer worker. Despite this, the general efficiency of the worker is not lower than before because sweating in itself tended to diminish efficiency."

Ex-labor member of Parliament: "The act cuts out the sweater, makes for steadiness of wage, and tends to establishing industrial peace. The result of the recently-inflicted penalties on strikers has made a repetition of strikes highly improbable."

An architect: "The act is advantageous to employers and to the men. Believe that on the whole both favor it."

A factory inspector: "I find that the majority of employers and their men prefer the act rather than strikes."

A mine manager: "Believes that the majority of the men favor the act."

President of a labor council: "Hard times will show the men the value of the act, by protecting them from cuts in wages likely to follow an open labor market."

WAGES.

In common with the conditions prevailing in the rest of the industrial world wages in recent years have advanced in New Zealand. The rate of advance, however, has not been uniform. The greater advances have taken place in what has been known as the sweated industries, chiefly the textile industries. Secretary Tregear of the labor department, was good enough to furnish me with a copy of data prepared by his department for the attorney general, which I herewith append, and which will show the change in wages and in conditions in these particular industries since the introduction of the act. I am of the opinion that in these branches wages through the operations of the act have increased more than they would have increased if left to the operation of the law of supply and demand, due to the fact that the workers are chiefly unorganized women and children.

"Department of Labor,

"Wellington, May 19, 1909.

"Memorandum for The Hon. the Attorney General:

"I have the honor to submit herewith a statement in regard to the rates of wages paid in 1890, and those paid today to various classes of workers. The information in regard to the early period is taken from the report of the sweating commission, which sat throughout New Zealand in 1890. From the evidence, I have compiled the following statement:

Trade	1890 per week	1908 per week
Tailoresses,	0 to 15s.	5s. to 25s.
Hosiery workers,	5s. to 9s.	7s. to 20s.
Shirt making,	0 to 18s. 6d.	12s. to 30s.
(average wage 10s. (\$2.40) to 12s. (\$2.88.)		
Dress making,	0 to 25s.	5s. to 30s.
Millinery, average wage, 12s. 6d.		5s. to 25s.

"The commission found that work used to be taken home by workers who wished to make a few extra shillings. This, as you know, has now been stopped, all work having to be done on the employer's own premises.

"Apprentices used to be taken on at the above trades at nothing for a year and then either given 2s 6d (60c) per week or dismissed. Now no apprentices can be taken on unless they are paid not less than 5s (\$1.20) per week, with an annual increase of 3s (72c) per week up to the age of

twenty. Should an apprentice wish to go to another employer, the time served with the previous employer must count in computing the wage.

"Formerly employees' hours were not restricted in any way; now, the hours are regulated, and only a limited amount of overtime is allowed in a year, and this extra work must be paid for at special rates.

"Employers were able to make their employees work in any sort of room, with or without any kind of convenience. Now, they must provide well lighted and ventilated rooms, ample air space, special dining room, and proper sanitary accommodation.

"In 1890 a boy or girl of twelve could be employed in a factory. The age has been raised to fourteen, and no boy or girl under sixteen can be employed in any factory without having passed the fourth standard of education, and, further, without a certificate of fitness from the inspector.

"Holidays on full pay were not provided; now a certain number of days are set aside.

"The following further information gleaned from the sweating commission's report, may be of interest:

"Boot machinists, sewing uppers, were paid from 12s. (\$2.82) to 25s. (\$6) per week. These workers' rates are now fixed by an award of the Arbitration Court, and they receive a minimum of 25s (\$6) per week.

"Young women milliners were made on Saturdays to serve as shop assistants until nearly midnight.

"Hair dressers worked from 8 a. m. to 9:30 p. m., and on Saturdays till midnight.

"Women assistants in fancy goods and book shops worked from 9 a. m. till 6 one night, and 9 the next, and received from 10s (\$2.40) to 30s (\$7.20) per week. (Braithwaite, bookseller, Dunedin (545) said he had five men, two boys and eight women, and admitted he had no lavatories.)

"Drapers' assistants were not allowed to sit down. The present act provides for sitting accommodation for all assistants. In the dress-making trade, the hours were from 9 a. m. to 6 p. m., including Saturdays. Apprentices were paid nothing to 9s (\$2.16) per week, and adult women from 10s (\$2.40) to 15s (\$3.60). Only the best hands received 25s (\$6). Now, head dressmakers receive from £2 (\$9.60) to £8 (\$38.40) per week, while young women in charge of rooms average about £2 10s (\$12) per week. Very few adult workers receive less than 30s (\$7.20) per week.

"In confectioners' shops, women assistants worked from 8 a. m. to 10 p. m. always, and up to 11:30 p. m. on Saturdays, and received from 10s (\$2.40) to 14s (\$3.36) per week.

"Boys engaged in milking began work at 3.30 a. m., and, after milking, delivered the milk in the city. They either went to school or work until the afternoon, and were engaged again at milking and work until 7 p. m.

"Dr. Martin found the girls in factories were suffering from anemia through bad ventilation, and also from varicose veins. Dr. Lamb made a similar statement, stating that it was due to the bad ventilation and vitiated air in factories. Girls were found to be working heavy sewing machines with their feet hour after hour, and he considered this very injurious to their health.

"Dr. Stenhouse also reported that anemia was very common, and in Dunedin its frequency was something extraordinary.

"I attach a copy of the sweated commission's report for your information. The number quoted in the margin refers to the number of question in the commission's report.

"ED. TREGGAR, Secretary for Labor."

In a pamphlet published by the New Zealand labor department in 1907, in connection with an exhibit made at a dominion exposition, the following in relation to wages appears:

	Wages in U. S. per hour	Hours in U. S. per week	Wages in N. Z. per hour	Hours in N. Z.
Blacksmiths,	30c	55	34c	46
Boilermakers,	28c	55	30c	48
Carpenters,	34c	48	32c	45
Plumbers,	44c	48	32c	46
Painters,	34c	48	30c	45
Laborers,	9c	55	24c	50
Bricklayers,	54c	46	38c	45
Builders' laborers,	28c	48	26c	45

The foregoing figures show that the average weekly earnings in these eight industries in the United States is \$16.50, and in New Zealand \$14.17.

The American worker earns 16 per cent more, but works about 9 per cent longer hours. For the same number of hours, the average American earnings is a fraction over 6 per cent greater. The average New Zealand weekly wage for the unskilled worker, from figures furnished by the labor department, is 48s (\$11.52), and for skilled labor, 60s (\$14.40) per week. According to a statement attributed to Attorney General Findlay, the average wage for all labor, male and female, in New Zealand is \$8.64 per week.

The New Zealand "Year Book" for 1908 furnishes the following figures:

	Average Annual Wage Per Worker	Average Annual Production Per Worker	Average Labor Cost on Production
1900	£69 6s (\$337.09)	£364 (\$1766)	18.55 per cent
1905	£65 16s (\$310.09)	£346 (\$1675)	19.04 per cent

The past several years up to 1908 have been phenomenally prosperous for all agricultural and pastoral New Zealand producers. In consequence, farm wages during that period, owing to scarcity of labor, have advanced far more materially than wages in other industries. This is shown by the figures found in the New Zealand "Year Books" for 1895 and 1907, pages 164 and 505, respectively. The average increase in wages in industrial undertakings working, under awards from 1894 to 1906, were 19.7 per cent. The wage increase to workers in agricultural and pastoral pursuits for the corresponding period as 29.3 per cent. This looks abnormal, until we remember that in Italy within the past few years, due partly to scarcity of farm laborers as the result of immigration and partly to the increased cost of farm products and living, the wages of farm labor have advanced from 13 to 65 cents a day, or about 500 per cent.

The wonder is not that wages in New Zealand have advanced in recent years, but, when the advance in wages the world over is considered, and the increased demand for all sorts of labor in New Zealand during the prosperous years, in industry, in agriculture and in great New Zealand public works absorbing many thousands of workers, the wonder is that the advance has not been greater.

Cost of Living.

Three causes have contributed to an increased cost of living in New Zealand, as elsewhere in the world:

- (a) Higher land values, especially in city lots.
- (b) The world increase in the price of staples.
- (c) Higher wages.

The increased wage cost, to my mind, has been the smallest contributing factor. As shown by the foregoing figures, the labor cost in New Zealand production is less than 20 per cent of the gross cost. Assuming that wages have advanced 20 per cent, this would add but 4 per cent to the gross cost, whereas rents and the price of world staples have increased out of all proportion to the advance in wages. I was informed by reliable authorities that city lots in the leading New Zealand cities had increased in value in the last ten years fully 200 per cent, thus very greatly increasing rents.

The most available figures on the relative increase in New Zealand wages and cost of living are to be found in an address delivered by Attorney-General Findlay in 1908 in which he says: "At Wanganui I quoted a report from the register-general which showed that in twelve years since the act passed, the cost of living for workers based on the chief articles of diet had increased 18.6 per cent, while the general increase of wages effected by the act in the same period was 17.9 per cent. This report did not include rent or clothing and it is admitted that if these items had been included, the increase in the cost of living would have been greater. Probably the increase has not been less throughout New Zealand than 20 per cent."

Relations Existing Between Employers and Their Men.

There is a pronounced conflict of opinion as to the effect the act has had upon the relations existing between employers and their men.

Here are some of the opinions expressed pro and con:

Justice Chapman, formerly president of the Arbitration Court: "The labor laws, in my opinion, do not create ill feeling between employers and their men."

A timber man: "The feeling between employers and men is better now than ever before."

Labor leader in Seamen's Union: "The labor laws have made for a better feeling between employers and their men."

Labor member of Parliament: "The feeling between employers and their men is much the same as before the creation of the act."

The report of the executive committee of the Trades and Labor Council, 1907: "Taken as a whole, our relationship with our employers have been of an amicable nature. One of the exceptions may be cited as the recent slaughtermen's strike. While we may sympathize with the men in their efforts to secure increased pay and better conditions, your executive committee cannot help expressing its regret at their hasty and ill-advised action in ignoring the remedy provided by the Industrial Conciliation and Arbitration Act. We are satisfied, however, that this cloud, that at one time threatened to spread over the whole industrial horizon of the colony, has been dispersed, and that the men, by their ready compliance with the verdict of the court, are showing that the powers of the court are as potent today as ever they were."

As against these favorable opinions there are others radically opposite, which herewith follow: George T. Booth, iron master, in his testimony before the legislative committee:

"Q. What is your experience with regard to the effect of our labor laws? Have they promoted a good feeling between employer and employee during the time they have been in operation?"

"A. I believe they have had the reverse effect."

"Q. But do you not think that the relations between employer and employee have been improved by the labor legislation?"

"A. No, I think it has had the opposite effect."

Secretary of builders' association: "Employers in the building trades say that a serious result of the act is to destroy any prior existing sympathetic bond between them and their men, and that the gap is widening."

A master cabinet maker: "The labor laws lead to antagonisms between employers and their men."

Mr. Tregear, the labor secretary, in this connection said that, "in spite of assertions made by extremists on both sides, the relation between employers and men are as good as they can ever be under the wage system." He pointed out that there was friction about a year ago, but that the alteration in the Arbitration Act last session of Parliament had smoothed away the trouble."

This is a point upon which it is not possible to do more than to get opinions. My own opinion is that there is less friction and a more cordial feeling on the whole here between employers and employed than I have found anywhere outside of England. Certainly the mutual feeling is friendlier than in countries where strikes and lock-outs prevail.

Labor Unionism.

The New Zealand "Year Book" for 1908 gives the number of industrial workers under date of April, 1906, as 56,359. The same authority, page 519, gives the membership of workers' unions, not including nine who failed to send in their returns, as 45,614. In 1895, when the act went into operation, there were 9,370 union members. In most countries in Europe the number of organized workers will not average 25 per cent of the entire body of wage earners. Owing to the fact that the year book quoted gives the number employed industrially as under date of April, 1906, and the number of union workers as under date of December, 1907, it is not possible to get at the exact proportion of union workers. Approximately, it is safe to assume that the union workers represent 75 per cent of the whole, which is far ahead of the proportion to be found in Europe or America. It would indicate that the act has certainly made for unionism.

A labor member of Parliament, in speaking of the influence of the act on unionism, says: "The well organized unions are not so active as they were before the act was passed, but there are more large unions."

A Government labor department official in this connection says: "Some say that the unions have lost their 'fighting spirit.' I do not know if that is a serious loss. It is not necessary to swagger round with a belt full of revolvers if the policeman does his work properly. Our law is the policeman, and so perhaps the unions get 'soft'—get like you and me compared with a cowboy of the 'wild and woolly west.' If by 'well-off' you mean 'financially,' when the Arbitration Act passed the unions had nothing at all, they were broken, flaccid and penniless after the great maritime strike in 1891. Now some of them have £800 or £1,000 each—no great sum, but then they are only 'industrial unions,' they have no trade-union purposes. The act fights for them, so, except to pay a secretary, expenses are nil, and the funds grow."

As was stated by one of my informants, the preference to unionists clause in most of the awards of the Arbitration Court is a thorn in the side of most employers. Under the law an employer needing a hand must first of all refer to the register kept by the union secretary, and if there are applicants on the list, he must give them preference over non-unionists, subject in the event of failing to do this to being penalized by the court. This is looked upon by employers generally as a source of annoyance and a hardship. The workers, however, claim that since the law takes from them the legal right to strike, they are entitled to some consideration in return. The following copy of a preference clause as it appears in the award made by the Arbitration Court for the Wellington wharf laborers, indicates the attitude of the court on this vexed point:

Award of the Arbitration Court for Wellington Wharf Laborers, Extracts, pp. 6-7-8.

"Preference.—If, and so long as the rules of the union shall permit any person of good character to become a member of the union upon payment of an entrance fee not exceeding 2s. 6d. (60c), and of subsequent contributions not exceeding 6d. (12c), per week, upon a written application of the person wishing to join the union, without ballot or other election, then and in such case and thereafter the employers shall employ members of the union in preference to non-members, provided there are members of the union available equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it. Provided, that a man shall become eligible for employment as if already a member of the union, if he shall give bona fide notice in writing to the secretary of the union of his desire to join the union, and shall pay or deposit with such notice the sum of 2s. 6d. (60c.). Such notice may be given by delivering the same to the secretary personally, or by leaving the same at his office, or by depositing the same in a box, which it shall be the duty of the union to keep available for that purpose at the place, or one of the places, appointed for the engagement of labor under clause 9 hereof.

"Employers, in employing labor, shall not discriminate against members of the union, and shall not in the engagement or dismissal of men, or in the conduct of their business, do anything for the purpose of injuring the union, directly or indirectly.

"When members of the union and non-members are employed together, there shall be no distinction between members and non-members, and both shall work together in harmony and shall receive equal pay for equal work."

Strikes.—"The union shall do all in its power to prevent any strike by any of the workers affected by this award, and if any strike shall occur in which any member of the union shall take part, such strike shall be prima facie evidence that the union has committed a breach of its duty hereunder."

Memorandum.—"Preference to unionists has been granted by this award. In connection with this it is desirable to make it clear that an employer will only commit a breach of award if he employs a non-unionist when a member of the union, equally qualified to do the particular work to be done, is at the place of engagement ready to be engaged. In work such as that done in the port of Wellington, where the traffic is so largely carried on by steamers running to time table, it is essential to the public interest, that no delay should take place in the handling of cargo, and an employer, therefore, is not bound to wait for the arrival of members of the union. If they are not available when workers have to be engaged, the employer is free to engage any worker who is available."

It will be noted from the foregoing award that the court establishes the "open door" for the union, and that under the ruling it becomes impossible for a union to discriminate against applicants, or to establish a monopoly of labor in any particular trade. It will also be noted that the court fixes a nominal entrance fee to the union, as well as nominal weekly dues, so that it also becomes impossible for a union to fix a prohibitory tariff with the view of limiting membership. This, of course, is a very different sort of unionism from that which prevails in other countries, where unions can create a monopoly of labor by limiting membership, fixing prohibitory entrance fees, or exacting impossible examinations as to technical trade merit. While under the award the shop, so to speak, may be "closed," the door of the union must be kept "open." This largely minimizes the objection of many American employers to the "closed" shop.

The attitude of the court on this point does not, however, meet with the approval of some union-

ists, as may be gathered from the following taken from the Waterside Workers' report of New Zealand for 1906:

"Preference to Unionists.—Mr. McLaren said what they were asking for was that preference should be granted by Parliament, and not by the court. It was marvellous to him to find how the different trade unions had been satisfied with the position so long. The Industrial Conciliation and Arbitration Act was a direct encouragement to non-unionism, as it now stood. Why should the non-unionist not share the responsibility of the unionist if he participated in his benefits? The act allowed the unions to bear the responsibility, and the leaders of the unions to bear the odium and censure, and sometimes boycott, and yet gave power to the court of its own free will to divide the benefits equally between the unionist and non-unionist.

"Mr. Young maintained that trade unionism was a Christian work, and far greater Christian work was being done by the unions than by large numbers of the churches. The unionists of this country had sacrificed the issue of strikes, and in sacrificing that they had given to the employer absolute security for his capital. He could invest the capital wherever he chose in this country, knowing that it was absolutely safe against strike. He could arrange his contracts at a certain figure, knowing exactly what he had to pay for his labor. * * * He (the speaker) was aware of certain dangers surrounding the proposal of compulsory preference to unionists. Say that they had 1,000 men employed on the Wellington wharves, of whom 700 were unionists, and 300 were not. Immediately they had compulsion, these 300 would come in, if they desired to get employment, but the employer had exactly the same grounds of operation as he had before they joined, when he took his choice, and thus the preference benefit immediately went. That could only be overcome by giving a union the right of excluding anyone it thought fit. They must have the right to exclude, because if they got all the men into the ranks of the union, no preference could exist."

The following report of proceedings before an industrial council, taken from the Auckland, N. Z., "Herald," of May 10, 1909, will indicate how this vexed question is dealt with by both parties and how by a method of compromise an agreement on the point is reached:

A Knotty Point.—Views on Preference.
"The preference clause, to which the Auckland Butchers' Industrial Union of Workers asked the master butchers to agree at the sitting of the Conciliation Council yesterday, occasioned a great deal of discussion. The clause in question was: 'Throughout all the departments recognized by this award, preference of employment shall be given by employers to members of the Auckland Butchers' Industrial Union of Workers. When a non-unionist workman is engaged by an employer, in consequence of the union being unable to supply a workman willing to undertake the work, at any time within twelve weeks thereafter, the union shall have the right to supply a man capable of performing the work, providing the workman first engaged declines to become a member of the union. This provision shall also apply to those non-union workmen already employed.'

"Mr. C. Grosvenor (employers' representative) asked what objection there was to the clause in the old award that 'preference shall be given to members of the Butchers' Union, all things being equal?'

"The Commissioner (Mr. T. Harle Giles) said that possibly the brevity of the clause might lead to confusion. His interpretation was that, providing the union was prepared to find a man, he must be taken if he was competent to do the work.

"Mr. Grosvenor: That is so.
"Mr. W. E. Sill (employees' representative): If the employer says the man is not competent?
"The Commissioner: Then it is for the union to prove that he is.

"Mr. Sill: That is very difficult to do. Continuing, Mr. Sill, said the unionists' grievance was that employers were prejudiced, and nine times out of ten would choose a non-unionist. It should always be an open question when the union and an employer differed as to the competence of a man, which was right.

"Mr. S. Wing (employers' assessor): What about the men who refuse to join the union on conscientious principles?

"Mr. Sill: I never met such a man.

"Mr. Wing: I have.

"Mr. Sill: I think it highly improbable there are such men. I met one who was supposed to have such principle, but I found the reason he did not join the union was that he thought the union would not do anything for him, as he was

earning more than the award wages. He did not recognize that the union fixed a minimum, and that he could earn more than that if an extra good man.

"The commissioner said he did not think employers wished to refuse to recognize the unions, which were of great benefit to the workers.

"Mr. R. Salmon (employers' assessor): I think the time will soon arrive when all workers will be compelled to contribute to the union and employers will be responsible for taking the contributions off their wages.

"Mr. Grosvenor: A clause quite as rational as one of preference to unionists would be one that no man should work for an employer not a member of the masters' union.

"Eventually it was agreed that the clause should not apply to non-union workmen already employed, and that the time during which the union could object to a non-unionist be confined to a week."

Strikes.

For many years New Zealand was heralded throughout the world as "the country without a strike." Literally, this is not true. There have been strikes in New Zealand since the act went into force, but so few of them, comparatively, that it would be entitled to be called "the country with few strikes."

In New South Wales it is illegal to strike under any circumstances. Not so in New Zealand. The right to legally strike is not denied if certain formalities are gone through first, such as getting the union cancelled. A man need not work, nor need an employer give him work, if he does not wish to do so, but if either employers or workers agree or conspire together to commit a strike or a lock-out while under an award, that is an offense. It is concerted action after having benefited by the privilege of going under an award that is reprehended.

Labor Secretary Tregear furnished the following statement of strikes since the act went into effect in 1894:

"There have been twenty-five strikes in New Zealand since the inception of the Industrial Conciliation and Arbitration Act, involving approximately 1,146 strikers and rendering idle approximately 2,389 men. The total number of days the men were idle from their respective employments was approximately 318 days. As far as can be ascertained, the total loss of wages to the workmen concerned approximated £17,679 (\$85,744), while the loss to the employers was about £15,750 (\$75,418). The details of each of the strikes, so far as I have been able to get them, are as per returns attached.

"In addition to these cases, there have been two or three disturbances since—one affecting the



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miners employed by the Taratu Coal Company, but it really was not a strike at all, as the men, being dissatisfied with the wages awarded by the court, simply left the service of the mine on a Saturday afternoon and did not return to work on the Monday morning, when the award became operative. The mine management subsequently filled their places with other miners in the district. In January there was a small strike of employees at the Paki Freezing Company's Works, in which seventeen men were involved. The strike arose out of a dispute between the manager and the fellmongers as to the spell in the morning and afternoon in which to smoke. It was really a very trivial affair, but the men were proceeded against by the department and fined £1 (\$4.85) each in the Magistrate's Court. There was also a strike of twelve butchers employed at the Picton Freezing Works in March of this year for higher wages. As these employees were not registered under the Industrial Conciliation and Arbitration Act, it was not an offense. The men were only idle a very short time, and accepted the wage of 11s. 1/4d. (23c.) per hour, the same rate as paid to the Canterbury men. They were formerly paid 10s. 1/2d. (21c.) and struck for 1s (24c.) per hour.

"You will see then that, for a period of fifteen years, we have not averaged two strikes per year, and no doubt after the perusal of the facts furnished, you will come to the conclusion that some of the disturbances hardly deserve the name of a strike.

"I may say that, as far as the department can ascertain on the result of the strikes, twenty-two were favorable to the men, namely, the men succeeded in getting their terms or something approaching them, and in three cases the employers were successful in defeating the demands of the men."

Most of the strikes which have taken place since the act went into effect were due, it is claimed, to the imperfect machinery provided for the administration of the law. The Conciliation Board provided for in the original bill proved ineffective and was finally abandoned. This threw so much work on the Arbitration Court that it became hopelessly congested. Cases were kept on the court calendar for months, and some of them for years. Meanwhile, the dissatisfaction of the men who could get no redress was intensified and they were goaded on to a final violation of the law.

Some of the testimony of labor representatives who appeared before the legislative labor bills committee in 1908, when the amendments since adopted were under discussion, emphasize this point. One labor representative said:

"We consider that a number of the strikes that have taken place in New Zealand would never have taken place had there been machinery in existence whereby the disputes could have been settled without the delays that have occurred in the past. * * * We say, however, that no matter how drastic the clauses of an act may be, it would be impossible to prevent strikes altogether. You may lessen them by good legislation, but it would be impossible to prevent them."

Another labor representative spoke as follows: "It has to be remembered that no act passed by any legislature prevents crime. You cannot stop the commission of murder, although a man can be hanged for it. You cannot stop strikes by arbitration, although you can minimize them by means of arbitration, and we contend that the present act has done that."

"Q. Are you aware that the majority of the workers are in favor of the Arbitration Act?"

"A. Yes, I do not think there is any doubt about it. Because a certain number like to override an award, it does not follow that anyone believes in strikes. No one believes in strikes that I know of."

In a speech delivered by Attorney-General Findlay of New Zealand in Wellington in July, 1908, referring to the effect the act has had on strikes, he said:

"I contend that for many years the act had prevented strikes, and that if reasonably used in the spirit intended by its framer, it would always prevent them. This contention has been adversely criticized. I submit these considerations to unbiased critics:

"(a) There were in 1906, 290,000 wage earners of all kinds in New Zealand, and the average number throughout the career of the act would be over 250,000.

"(b) Up to the present time there have been eighteen strikes in thirteen years.

"Eighteen strikes have taken place in New Zealand, really all small and short-lived, and only twelve of these have been illegal, since in six the act had no application. In these six there was no union award or binding agreement. In these illegal strikes, 740 men all told engaged,

that is less than one-third per cent of the above average total of wage earners in this country, and of those engaged in strikes, legal and illegal, not one half per cent of these 250,000 workers. The days of idleness of workers due to these strikes were very few. In some cases the strike lasted only a day or two.

"Now compare these figures with our motherland's experience. From 1891 to 1900, that is, ten years, there were 7,931 labor conflicts in Great Britain, involving 2,732,169 workers. It is estimated that the total wage earners of Great Britain of all classes was in 1906, 14,640,000, and during the decade in question would be about 12,700,000. Thus, during this decade, over 20 per cent of the British workers were at some time or other directly concerned in a labor conflict, as compared with less than one half per cent in New Zealand in thirteen years.

The total number of days the British workmen were idle in these ten years, owing to strikes (i. e. multiplying the days idle by the number of men idle), was 106,192,528, making an average idleness of about thirty-eight days per man.

"To treat the act as a disabled and useless machine because a few short-lived strikes have taken place, and a few very noisy gentlemen have declared that they will have none of it, is therefore error. Follow the career of the court and the act since their inception, follow the court's work today, with a fair mind, and you will admit that it has done, and is doing splendid work, discharging one of the most difficult tasks with fairness, ability and patience. I claim that the act has done immense service in this country, in the cause both of industrial peace and fair wages. That it is capable of improvement (as I hope to show) should not belittle that service."

Judge Sims, the president of the Court of Arbitration, said that there had been no real illegal strike in New Zealand for eleven months, and that in his opinion the new law will make for fewer strikes.

The president of the Arbitration Court, in common with the Government, have made it plain that workers cannot strike and have an arbitration act at the same time. They must choose between them, and with this point made clear and emphasized by recent inflicted penalties for illegal striking, there is every probability that unions will prefer to abide by the law. Labor leaders throughout the dominion are of this opinion. One of the most intelligent and aggressive among them said to me that under the amended law strikes will diminish if not entirely disappear for the reason that to strike now means to lose the benefits of an award and to be fined besides.

A prominent public official said: "Public sentiment is against strikes as it feels that it is 'welching' on the part of labor to strike after the good for labor that has been accomplished for it by the act and by the court."

Employers' Associations.

There has been a marked growth of these institutions since the act first went into force. In 1895 there was but one employers' association, with a membership of 65. In 1906, the latest available figures, there were 113 employers' associations, with a membership of 3,276. Each center has its own organization, under the direction of a capable secretary, and all of them are federated under a very capable general secretary, Mr. Pryor, who makes his headquarters in the capital city of Wellington. Such of the employers' association secretaries as I had an opportunity of meeting, impressed me with their intelligence, earnestness and fidelity of purpose. The employers' association secretaries usually act as the employers' representative before the industrial committee and before the Arbitration Court, where the unions are represented by their secretaries. The secretaries on both sides have developed into capable lay lawyers on labor laws. At such sessions of the Arbitration Court and industrial committees as I was enabled to attend, I was impressed with their knowledge of the law and their ability to expound it.

The following copy of the proceedings of an industrial council held in Auckland is taken from the Auckland "Herald" of May 18, 1909. It will illustrate the methods pursued at these conferences for the arriving at an agreement and the part played in them by the union secretary, the secretary of the employers' association, and by the commissioner, who, under the law, has no vote and acts simply as chairman of the conference:

"Triumph of Conciliation. Another Dispute Settled. The Butchering Trade. The Conciliation Council met yesterday to deal with the dispute between the Auckland Butchers' Industrial Union of Workers and the Master Butchers' Union of Employers. A conference had been held between the parties, and agreement reached on

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all points except the wages of order men, and general hands, hours and preference. Mr. T. Harle Giles, conciliation commissioner, presided, and the employers' assessors were Messrs. J. W. Marks, S. Wing and R. Salmon, and the employees' assessors were Messrs. G. Gaulty, G. Lubbock and J. Lindsay. Mr. W. E. Sill appeared for the employees and Mr. C. Grosvenor for the employers.

"Mr. Sill stated that the union was not willing to make any concession on the points which were in dispute. Its final demands outstanding were that order men should be paid £2 12s. 6d. per week, general hands, £2 10s., and that preference should be granted to unionists, as in recent awards. As regards the half-holiday, the employees stuck to the clause in their original demands as follows: 'Employers during any week in which a holiday or holidays occur may give their workers the extra time off necessary to comply with the limit as to hours fixed by the award during such holiday week, or the next following week.' If these demands were granted, the union would be willing to allow the whole agreement to go forward as the recommendation of the council; if not, it would withdraw the whole agreement. A new clause the union wished to have added was that overtime should be paid for at time and one-half for other than preservers.

"This new clause was agreed to: Mr. Wing suggested, on behalf of the employers, that a sliding scale be agreed upon for order hands £2 5s. being paid for men from 21 to 23 years of age, and £2 12s. 6d. for men over 23. After some discussion, Mr. Lindsay, on the commissioner's suggestion, offered on behalf of the union, to accept £2 5s. for order men up to 22 years, and £2 12s. 6d. thereafter.

"Considerable debate took place on the question of hours. The men had originally demanded a forty-eight hour week, while the employers held for a fifty-nine hour week. The parties eventually narrowed the margin down to one hour, one side holding for fifty-six and the other for fifty-seven hours, and the court adjourned to allow the parties to deliberate.

"On resumption, it was agreed to compromise on wages and hours as follows: Order men, between 21 and 23, to receive £2 7s. 6d. and over that age, £2 12s. 6d.; general hands, £2 10s. per week, the number of weekly hours being fifty-six.

"Late in the afternoon all the clauses were agreed to, and the agreement will be sent forward to the Arbitration Court as the recommendation of the council.

"At the conclusion of the sitting, Mr. Sill remarked that to the commissioner was due the entire credit for bringing the matter to so satisfactory a termination.

"Mr. S. Wing said had it not been for Mr. Giles, no agreement would have been arrived at. He moved a hearty vote of thanks to the commissioner.

"Mr. Lubbock seconded the motion, which was carried with acclamation.

"In returning thanks, the commissioner said it was the toughest dispute he had yet met.

"On the motion of the employers' representatives, a motion appreciative of Mr. W. E. Sill (workers' representative) was passed, and, on the motion of the employees' representatives, a similar vote was passed to Mr. C. Grosvenor, employers' representative."

The Agreement.

"The following is the full list of weekly wages agreed upon: First shopman, £3 5s.; second shopman, £2 15s.; small-goodsmen, £2 12s. and £2 5s.; cellarmen and packers, £2 15s. and £2 5 s.; bacon curers, £2 15s. and £2 7s. 6d.; head, feet and tripe hands, £2 7s. 6d. and £2 2s.; boners, £2 7s. 6d.; men in charge of hawking carts, £2 17s. 6d.; drivers, £2 6s. to £2 10s.; ordermen, 21 to 23, £2 7s. 6d., over 23, £2 12s. 6d.; general hands, £2 10s. Boys and youths over 14 and under 15 years; 10s. per week; 15 and under 16, 12s. 6d.; 16 and under 17, 15s.; 17 and under 18, 20s.; 18 and under 19, 25s.; 19 and under 21, 30s.

"Meat preservers, £3; extractors (first), £2 5s.; extractors (second) £2 2s.; cutters, £2 6s.; fillers, £2 6s.; scalers, £2 2s.; toppers, £2 2s.; pressers, £2 2s.; solderers, £2 5s.; solder spiriter, £1 12s.; tin cleaners, £2 12s.; tin washers, £1 12s. Casual labor (adult) to be paid at a minimum rate of 10s. per day for ordinary days, and 12s. for Saturdays.

"When a public holiday occurs on any day other than Saturday, employees may be called upon to work up to 3 p. m. on such Saturday holiday.

"The award will apply to the whole of the northern industrial district, outside Poverty Bay,

and shall remain in force until December 31, 1911."

(To be continued next week)

KICKS AND KINKS.

Organized Labor and the Immigrant.

We had a queer experience the other night at a meeting of our local. We initiated five candidates, and it required the services of as many different interpreters to obligate them. There was a Swede, a German, a Hungarian, a Bohemian, and a Frenchman. The fellows had lots of fun about it, but it was a serious business to the officers who were doing the job. Every one of the candidates went through the entire performance without a smile. Those foreigners were certainly a solemn bunch. The ceremony reminded me again and again of the pledge required by the American Federation of Labor, that its members will "never discriminate against a fellow worker on account of creed, color or nationality."

It isn't to be wondered at that in some parts of the country there is this feeling against the colored man among some trade unionists, because there are many eminently respectable citizens in the same communities who keep them out of their churches and all other organizations with which they are identified. It's hardly a square deal to hold against the labor union the charge of discrimination, when all through the south and in certain other sections of the country, these folks in the supposedly better classes are doing the same thing.

But when it comes to a straight out-and-out proposition with reference to the foreigners, you can't find an organization that does more than the labor union to Americanize him. All you've got to do to get the proof is to go to the stockyards district in Chicago and study the influence of the labor unions over the thousands of foreigners of different nationalities that work in the yards. Or if you traveled through the coal fields of Pennsylvania among pretty nearly the same class of people, you would find the miners' organization has been a great civilizing agency among them. The Miners' Union has its constitution translated into nine different languages. Most of these foreigners come to this country with the idea that the word "government" means oppression. Through the labor union they soon come to know that it means friend.

These immigrants are real flesh and blood people, with human hopes and aspirations, with human needs and human hearts. They are men, and they must be so regarded.

Perhaps it is because this has been recognized by organized labor that the union is so influential with him. The public school has its place in educating his children, but he, himself, becomes most familiar with American institutions and customs through the labor organization of which he becomes a member. Here he gets rid of his clannish instinct. He comes to know more about the brotherhood of man. Here his standard of living is elevated. Here he learns his first lesson in democracy.—Rev. Charles Stelzle in "Letters from a Workingman."

As nearly as can be differentiated, a job is where a man does most of the work, and somebody else gets most of the pay, and a position is where a man gets most of the pay and somebody else does most of the work.

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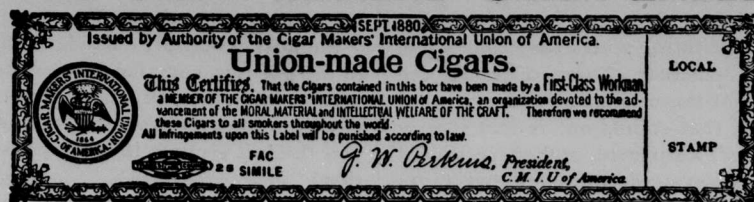


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FRIDAY, NOVEMBER 19, 1909.

"If we had no failings ourselves we should not take so much pleasure in finding out those of others."—Rochefoucauld.

Vote for the union label, and remember that repeating is permissible. Also that the women are allowed to exercise the franchise in this connection, as it is hoped they will soon be in the other avenues where their interests lie.

Keir Hardie, member of Parliament in England, in a speech at Saltley, said that the labor party was supporting the budget as the first step to their ideal, namely, absorption by the community for the community's use of all unearned incomes, whether derived from lands or capital.

The "Pattern Makers' Journal" for November has a picture and an editorial of sympathy, together with a letter from John G. Toshack, expressing the loss sustained by the craft in the death of Arthur J. Raymond of San Francisco. The services of the deceased were not limited to the city of his residence.

The "American Photo-Engraver" has completed its first year on the journalistic sea. It has done this successfully, and, incidentally, with profit from the financial standpoint. All of which is a matter of congratulation, and we predict increased emoluments in the field over which Editor Matthew Woll has charge.

The terrible accident in which a large number of men lost their lives in the St. Paul mine has cast a shadow over the land. To the afflicted, there is a common expression of sympathy. The workers feel that these oft-repeated disasters could be minimized were proper precautions taken, and frequently efforts to reach this end have been thwarted by wealthy owners who look first, last and all the time at the dollar. In this battle for the protection of the lives of those who go down in mines to labor, the trade union has been active, and it will do its best in the work yet to be done.

From Spokane, Wash., come reports of additional attacks on the right of free speech and peaceful assemblage. It is extremely unlikely that men would select a street or time when traffic would be interrupted, and though reliable information is not at hand, it looks as though citizens of the United States have been denied that which the Constitution states they shall have. It doesn't matter whether those concerned are industrial workers of the world, socialists, or what the belief, the fact that stands out is that it may be the other fellow's turn next, and there should be such an expression of disapproval that those possessing a little brief authority will learn even as they live.

THE PLAINT OF THE BARBERS.

For perhaps the first time in its history, the San Francisco Labor Council has been asked by the Barbers' Union for what is known as a "blanket boycott." The request has been complied with, and the circumstances are such that not only trade unionists, but every man who places a value on common standards of civilization, should respond to the call.

In the days before the union came, many trades and callings knew naught of a given number of hours to constitute a day's work, or of that priceless boon—one day's rest in seven. The story has been frequently told in these columns. It is ancient history. The main point is that history repeats itself, according to the proverb founded on fact, and that which was ancient may again become modern.

The barbers, for several years past, have succeeded in establishing not one day's rest in seven, but one-half day—Sunday afternoon. Now it would seem to the passer by that the opportunities for the removal of hirsute growth were sufficient when shops operated from 8 a. m. to 8 p. m.—twelve hours—for six days in the week, and up to noon on the Sabbath. That there is necessity for increasing these hours will not be admitted. In many sections of the land there are Sunday laws in operation, and, with all the discussion about "personal liberty," people live just as long and many citizens have a day of rest for themselves.

Lately, in San Francisco, despite its boasted union strength, proprietors of some of the downtown barber shops have not only declared for the "open" plan, but have put it into practice. In plain Anglo-Saxon, they keep open early and late, and all day Sunday. There is no excuse for such a propaganda. Occasionally, possibly, a traveler may not appear to perfect advantage on the Sunday afternoon or evening because the barber shops are—or were—closed, but the gain to thousands of proprietors and employees, and their opportunities for rest and relaxation, offset many times the petty inconvenience to the wayfarer.

All down through time there has come a clear and persistent demand for the variation given from toil in the form of one day's rest. Violators have been threatened with punishment. Civilization, which, after all, rests on moral precepts, has endorsed the respite from toil. The humanitarian tells us that progress will not be our portion unless provision is made for leisure, with its consequent opportunity to think and improve one's lot—to vary the monotony that drags man down to a lower level.

The barbers have had to fight numerous injunction suits. They have had anything but an easy road to traverse. Their wages are not high, and their working hours have been stated.

Let each reader of the "Labor Clarion" make it his and her duty to help these men retain their Sunday afternoon, for the women can do splendid service by insisting that those of the sterner sex whom they know shall observe a requirement so simple and just.

What an opportunity for pulpit and press, and every agency not bound to selfishness and the lust of mammon, to lend that helping hand so sorely needed.

The best way to aid the Barbers' Union is to patronize only those shops in possession of the union card. Reduced to a minimum, this card means one-half day's rest to a large number of men in the city of San Francisco.

Suppose you, Mr. Reader, should be placed in the position narrated above. And all you asked was an insistence on a card that represented Sunday afternoon and evening for yourself. Wouldn't you think it strange if no response was your portion?

And so trade unionists and friends have a duty before them—one that will protect all.

WOMEN'S UNIONS IN GREAT BRITAIN.

An article on "The women's trade-union movement in Great Britain," by Katherine Graves Busbey, is published in Bulletin No. 83 of the Bureau of Labor, Department of Commerce and Labor. The writer gives a history of the movement and discusses its growth, the obstacles to organization of women, the attitude of male trade unionists, the results of organization, and the relation of women's trade unions to low wages and the sweating system. From the beginning of the movement in 1874, what is now known as the Women's Trade Union League has been the most important agency in the development of unionism among women in Great Britain. This organization at present has nearly 140,000 members.

As regards the comparative growth of male and female membership in trade unions in recent years, it is shown that in 1896, which is the first year for which comparative figures of female trade-union membership are available, 149 unions included women and girls as members out of a total of 1,302 trade unions, the female membership at that time being 117,030, or 7.8 per cent of the membership of all unions. From 1896 to 1904 the male membership increased from 1,386,709 to 1,768,767, or 27.6 per cent, while the female membership rose from 117,030 to 126,285, or 7.9 per cent. Since 1904 the percentage of gains among male and female members has been largely reversed. In 1907 the organized women numbered 201,709, a gain of 59.7 per cent over 1904, while the increase in male membership, although amounting to 436,270 new members, represented a relative increase of only 24.7 per cent.

Among the chief obstacles to the organization of women workers in Great Britain have been the temporary nature of their occupations, low wages and low standard of living, class distinctions, and apathy. Male trade unionists in the printing trades have offered opposition on account of inferior workmanship and the generally lower rate of wages paid to women. It is stated, however, that "in Manchester the men trade-union leaders are enthusiastic over the work accomplished by the women's unions throughout Lancashire. It is difficult to determine just what the opinion of the male trade unionist of the present day is in regard to the advantages or necessity of unionism among industrial women."

As to the results accomplished, the writer concludes that the women's trade-union movement has in some instances been directly responsible for increase of wages, has added successful pressure to the initiation and furtherance of protective legislation, and through the Women's Trade Union League has accomplished much toward the conservation of health and the promotion of safety among local workers where little or no local organization can yet be effected.

The women trade unionists of Great Britain seek to secure the betterment of labor conditions through protective legislation, rather than by militant action. They regard the trade unions as a medium for suggestion, and as an aid in enforcing the legal rights of workers. The greatest endeavor of the leaders at the present time is to secure the extension of the board of arbitration prerogative to an authoritative institution for legal decision in wage disputes, and the establishment of wages boards empowered to fix a legal minimum wage in certain trades.

This shows that the movement to organize women is world-wide. Within the last year or two the United States has witnessed earnest efforts in this direction. Adverse court decisions are partly responsible, and, outside that, the need of protection is so apparent that there is nothing else to do than combine for a common end. Women have been defenseless too long. Their low wages and long hours constitute one of humanity's crimes. Organization is the best remedy right at hand.

NOTES FROM THE QUAD BOX.

The Danger of Overhanging Wires.

Repeatedly efforts have been made by citizens who value all that makes a municipality better to have electric wires placed underground. Unfortunately not much success has attended these efforts in San Francisco to date, for a variety of reasons, all of which are known to readers. The "Call" of November 11th printed the following:

"The whole network of electric trolley wires at the corner of Mission and East streets fell to the rain soaked street yesterday forenoon, and gave a blinding but convincing demonstration of the danger of overhead power wires. By a miracle no human lives were sacrificed. The wires fell across the backs of two horses attached to a bakery wagon, killing one animal instantly and fatally wounding the other. Felix Savigliano, the driver of the wagon, had the good judgment to keep his seat and escaped with a burn on the right wrist and a slight electrical shock.

"Although Savigliano escaped, he will not forget in a hurry the ten minutes he spent in the midst of that flashing tangle of writhing wires while waiting for the power to be shut off. Surrounded on all sides by these wires, not daring to move lest he should bring his body into contact with some substance charged with the deadly fluid, his condition, while more perilous, was hardly more trying than that of those who stood outside the zone of death and watched, helpless.

"The accident is said to have been caused by the breaking of one of the wires that should have supported the power lines. Many other of these supports were found to need fixing and employees of the United Railroads spent the rest of the day examining wires and removing those found to be defective."

* * *

A New Zealand Labor Ideal.

On September 18th the Canterbury (New Zealand) Trades and Labor Council decided to propose the following plan to the annual conference of similar bodies:

"That the Government establish an industrial settlement in Canterbury, the settlement to comprise an area of not less than 60,000 acres, and the following industries to be established: Agricultural and pastoral, dairy, bee and poultry farming, fruit-growing, flour and woolen mills, tannery, boot factory, bakery, and clothing factory, etc., all products from the settlement to be manufactured into the finished article, and sold direct to the public from depots to be established in Christchurch and other centers of population."

* * *

Dr. Eliot and the Limited Output.

Here is the way the San Francisco "Bulletin" deals with Dr. Eliot's latest effusion:

"Charles W. Eliot is a respected citizen whose chief weakness is a little bigotry on the subject of trades unions.

"In a recent speech he found fault with those unions that place a limit on output, and then remarked: 'Manufacturers have sought a remedy to the contraction of output by piece work. The unions antagonized this, but now seem to be relenting. I hope this means doing away with the limitation of output and its degrading influence on workmen.'

"Among intelligent union men the limitation of output is not defended, except as a necessary means of preventing a worse evil.

"President Eliot should reflect on the 'degrading influence on workmen' of the old system by which machinery was speeded up, and pacemakers were employed, to compel men and women to work beyond their natural gait. Under that system human beings were worn out before middle age and thrown upon the scrap heap. To stop such waste of human life, organized labor, in some cases, limited the output per man. No doubt there are instances of abuse by unions in

the limitation of output. But it would be well for Dr. Eliot to consider the argument for, as well as the argument against the limitation of output. He should study the report of the Pittsburgh 'Survey' on conditions of employment in the steel mills, where there is no limitation of output and where few of the workmen are organized. He will find that the 'degrading influence' of the condition described in the 'Survey' is infinitely worse than the 'degrading influence' of a limit imposed by a union on the workman's daily product.

"Dr. Eliot, like most others who share his opinion, sees only the anti-union side of the case. He makes no effort to place himself in the workingman's shoes and to view the situation with the workingman's eyes. He imagines most employers to be humane, unselfish, generous and considerate, and the only workingman he seems to have in mind is the man of exceptional talent, industry, character and ambition, who doesn't need the union to help him. Possibly Dr. Eliot believes that every workman ought to have great talent, industry, character and ambition; but if the majority were so gifted they would all be in need of the union, for such talents and qualities would no longer be exceptional, and the supply of them would exceed the demand."

* * *

Baptists Prepare a Labor Platform.

A few days ago the Illinois Baptist State Convention met at Galesburg. In response to a request from the Chicago Federation of Labor the convention adopted strong resolutions in support of the ten-hour law for working women which was declared unconstitutional by Judge Tuthill, and pledged its members to carry on vigorous work looking to a reversal of the decision and sustaining the law.

These resolutions were sent to the State Federation of Labor, in session at Belleville, and were gracefully acknowledged by the convention of trade unionists. A strong effort is being made in Illinois to have all progressive bodies express their disapproval of the Tuthill decision. So far the success reported has been gratifying.

Not satisfied with complying with organized labor's request the following platform was adopted:

"We, the Baptists of Illinois, 150,000 strong, in convention assembled, declare our interest in and hearty sympathy with the workingman in his efforts for the amelioration of the condition with which he is surrounded in every-day life. We hereby give him the assurance that we stand

"For equal rights and complete justice for all men and in all stations of life.

"For the principle of conciliation and arbitration in industrial discussions.

"For the protection of the workers from dangerous machinery, occupational diseases, injuries and mortalities.

"For the abolition of child labor.

"For such regulation of the conditions of labor for women as shall safeguard the physical and moral health of the community.

"For the suppression of the sweating system.

"For the gradual and reasonable reduction of the hours of labor to the lowest practical point, with work for all, and to this end we have already endorsed the ten-hour law; and for that degree of leisure for all which is the condition of the highest human life.

"For a release from employment one day in seven.

"For a living wage in every industry.

"For the highest wage that each industry can afford, and for the most equitable division of the products that can ultimately be devised.

"For the recognition of the Golden Rule and the mind of Christ as the supreme law of society and the sure remedy for all social life."

THE A. F. OF L. CONVENTION.

It is too early, at this distance, to attempt to give an account of the deliberations of the American Federation of Labor, in convention in the city of Toronto. Next week we expect to have the daily proceedings to hand, and will give a digest for the benefit of readers. The daily papers have given a synopsis of the business transacted.

Earl E. Russ, delegate from Niagara Falls, was found dead in his room on the evening of November 9th. Next morning the convention stood in silence for one minute as a tribute to his memory, and President Gompers selected William Glockling, president of the Canadian Trades and Labor Congress, as an escort to accompany the remains back to Niagara Falls.

Edward McMorrow of Chicago, a delegate from the street carmen's organization, was fighting for his life last week as a result of a severe attack of pneumonia.

A drizzling rain spoiled the parade on the morning of the 8th, and the weather is reported as cold. Some of the delegates felt strange in a hall during sessions of the A. F. of L. to see the flag of England predominate, though intertwined with the Stars and Stripes.

The Musicians' Union of Toronto donated the services of 100 members to escort the delegates from the Prince George Hotel, the headquarters of the A. F. of L., to the convention hall.

The addresses of welcome were made by His Worship, Mayor Oliver, of Toronto, and Dr. J. D. Reaume, representing the Premier and the Government of the province of Ontario. Both were excellent, and were frequently applauded.

Delegate Robert A. McKee, secretary of the committee on credentials, reported that his committee examined the credentials of 311 delegates, representing 87 international and national unions, 21 state branches, 62 central bodies, 17 local trade and federal labor unions, and 7 fraternal delegates.

It took President Gompers four hours to read his annual address, during which time the closest attention was given and not a delegate left the hall. After the reading he was given an ovation lasting several minutes.

At the opening session of the convention Mrs. Gompers was presented with a beautiful bouquet of flowers by the lady trade unionists of Toronto.

President John A. Moffitt of the United Hatters of North America, proudly reported that out of fifty-nine hat manufacturers who originally locked out their employees, all but nine have surrendered.

The British Trades Union Congress has a membership of 1,175,000, and is represented by J. R. Clynes, M. P., secretary of the Gas Workers and General Laborers' Union, of Lancashire, and A. H. Hill, M. P., secretary of the Cotton Spinners' Union.

Tuesday afternoon, November 9th, was given over to a trolley ride around the city, with stopovers at the most interesting points. This was hugely enjoyed by the delegates.

Secretary Morrison's report showed the receipts for the last year to be, \$232,377.64; expenses, \$203,702.07. The total balance on hand at this time is \$167,303.46. All told 176 charters were issued during the year ending September 30, 1909.

Fraternal Delegates John P. Frey and B. A. Larger, who attended the Trade Union Congress of Great Britain, and Jerome Jones, the Canadian Trade Congress, made their reports on Wednesday morning of last week.

On Tuesday evening, November 9th, the delegates enjoyed a theatre party at Shea's Opera House.

All the large department stores in Toronto close their doors at five o'clock every evening. This fact impressed the delegates very much, and caused many favorable comments.

Notes in Union Life

Up to the time of going to press, no settlement was reported in the controversy between the press feeders and the employing printers. The printing pressmen appointed a committee to aid in adjusting the trouble, and several conferences have been held. When this disposition is shown, there is every likelihood of both sides reaching common ground.

The annual masquerade ball of the bakers will be held in the Auditorium tomorrow (Saturday) evening. Committees have been preparing for the event for some time, and guests may be assured of the proverbial good time.

The molders have contributed to craft locals in Canada who are concerned in the international contest against the Buck's Stove and Range Company. James de Succa of No. 164 passed around a box of 5-cent union-made cigars at the last meeting, thus convincing the membership that a first-class article is obtainable at the price.

Labor Council Secretary Andrew J. Gallagher's salary was raised to \$40 a week at last Friday's meeting, in recognition of the arduous work performed.

Edward A. Cummins of the Brotherhood of Teamsters died on November 9th. He was a native of California, forty-three years of age, and is survived by his wife and family of six.

John F. Whelan of the gas workers died on November 13th. He was born in San Francisco twenty-seven years ago.

The chauffeurs have organized. Thirty-seven candidates were initiated at the last meeting, and eighteen applications received. Headquarters have been established at Pine and Polk streets.

Cooks' Union, Local No. 44, has moved to 803 Howard street. The meetings will be held on Thursday evenings at 1213 Market. Next week officers will be nominated for the coming term.

The joint conference board of the printing trades sustained the appeal of the local Typographical Union in the controversy affecting the Allied Printing Trades Council.

The waitresses have decided to retain their present quarters in the Pacific Building. Ten dollars were donated to the fund to assist a painter to send his sick wife to Vienna for expert medical treatment.

The bartenders will nominate and elect officers next month. Efforts are to be made to unionize all the saloons of the city. Sick benefits are paid at each meeting of this local.

John Dop of the brewery workers died on November 15th. He was a native of Holland and fifty-eight years of age.

The box makers' and sawyers' strike has ended. The union has officially notified the Labor Council to that effect.

Owen Miller of the American Federation of Musicians has been elected president of the Missouri State Federation of Labor.

A strike of photo engravers in Albany and Troy has been settled. The men were out three weeks.

It is high time the street cars of San Francisco were equipped with adequate fenders. The slaughter of innocent people demanded this reform years ago. Better late than never—but better never late.

The machinists have nominated officers. The election will be held on December 1st. Donations are regularly made to the men fighting the Baltimore & Ohio Railroad's endeavor to lower conditions of employment.

Secretary Paul Scharrenberg of the State Federation of Labor has been advised that several unions intend to affiliate with the state body. Eight organizations in Los Angeles and the locals of the stage employees are among the number.

JUDGE CONLEY'S DECISION.

A good deal of dissatisfaction has been expressed in union circles at the decision of Judge W. M. Conley of Madera County, who presided in one of the local Superior Courts and heard the proceedings to oust the fire commissioners.

A charter amendment became effective in November, 1907, that provided a monthly salary of \$100 for hostlers. The men doing this class of work were thereupon called stablemen and paid a wage of \$85 every thirty days. It was clearly shown that this was a subterfuge to avoid the charter requirement. Standard dictionaries state that hostlers and stablemen are synonymous terms. City Attorney Long was asked for an official opinion. He ruled that the men were clearly inside the provision of the city's organic law, and fully entitled to the compensation therein stated.

The San Francisco Labor Council took up the fight of those directly interested. Several of them were discharged on the ground that they were temporary employees, after they had helped make the fight for their rights. This was so manifestly wrong that the Labor Council instituted proceedings to oust the fire commissioners.

Judge Conley decided every point in favor of the men. He said they were entitled to the \$100 a month, but he refused to interfere with the commissioners, stating that their wrongful acts were not intentional.

Inasmuch as the city charter specifically covers the case, and the men were dismissed from service because they asked for that which is their due, and it became necessary, even in the face of City Attorney Long's decision, to resort to law, it does seem that the commissioners deserved some censure, at least.

In the meantime a demand has been made for the back pay due the men—amounting to \$225 each.

GROWTH OF A LOCAL INSTITUTION.

After the monthly reports for October had been handed in to the North American Hospital Association, it was ascertained that 1,500 patients had been treated in their homes and at the offices of the association—948 Market street. To date, 68 hospital cases have received expert medical attention. For a comparatively new and needed adjunct of our community life, the North American Hospital Association is to be congratulated on its surprising growth. It goes to show that an institution that does what it claims to do, and is satisfied with nothing but the best for those who tender their patronage, rapidly meets with public favor. ***

Sacramento municipal officials have had the usual amount of trouble with Murray & Ready's branch office. For the third or fourth time Howard Drake, manager, has appeared in the police court charged with misrepresenting conditions to men sent out into the country. Each time Mr. Drake escaped punishment, due to the fact that his word offset that of the complainants.

Union Made SMOKE THE Home Industry

VALENCIA 5-CENT CIGAR (LONG FILLER)

On Sale at Labor Temple Cigar Store and Other Places

Home Phone "M" 1919

Pacific Phone Market 109

Charles H. J. Truman

FUNERAL DIRECTOR

1919 Mission St., San Francisco

Between Fifteenth and Sixteenth



Sorensen Co.

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Eyes Examined FREE by Expert Optician.

Largest and finest assortment in Diamonds, Watches, Clocks, Jewelry, Silverware, Cut Glass, Opera Glasses, Umbrellas and Silver Novelties.

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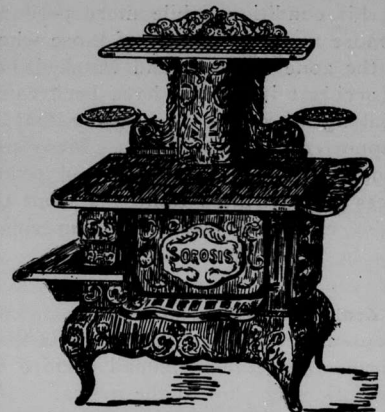
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Regal Typewriter Paper

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REPRESENT THE MAXIMUM OF QUALITY
WITH THE MINIMUM OF COST

All Office Supply People

Union Men—Keep Up the Good Work

Now that you have been victorious in the election, don't desert the cause—stand by UNION PRINCIPLES—and never forget that Kelleher & Browne were the first tailoring concern to introduce the Union Label in this city.

The Irish Tailors are your friends and staunch advocates of your cause. They deserve your patronage on the strength of SUPERIORITY—in the workmanship of their suits, in the high quality of the material used, and in the reasonable prices prevailing.



Kelleher & Browne
* THE IRISH TAILORS *
7th Street below Market

"Our Reputation Is Behind Every Suit"



LIFE INSURANCE FOR WORKINGMEN.

By Richard Caverly, Boiler Makers' Lodge, No. 25.

Trade-Union Insurance for the Unemployed.

To the People. Letter No. 20.

In most European countries, unemployment is considered one of the chief problems of the day. It has received widespread attention, and many schemes have been advocated for its alleviation. Many have been tried; some are still in use; all have been found to be very expensive, and none of them is at all effective, except what is termed the Ghent System of Unemployment Insurance. This system has been in operation since 1900. It has proved to be of great benefit, and is being extended in every direction. It has been adopted by many of the European countries, and is now being strongly advocated in England.

The Ghent system was originated in Ghent, Belgium. It is the result of the investigation and recommendation of a special commission on unemployment which made its report on April 10, 1900. The basic idea of the system is to make grants from a municipal fund to trade unions which have unemployment benefits, the subsidy to be granted to the trade unions to be proportionate to the amount of the unemployed benefits paid by the unions.

There was a section of the scheme which was to apply to the non-unionist who paid dues to a special fund for the purpose, but this portion of the plan has proved a total failure.

The plan of making grants to trade unions, however, has been a marked success. It was adopted October 29, 1900, and since then has only been slightly changed. It has been copied in nearly all the Belgian cities, and is now being introduced into France, Holland, Denmark, Germany, Italy, Switzerland, Norway, Sweden, and other countries.

Gradually this question of unemployment is becoming a permanent and serious factor in the relief work of the organized charities of this country, and the man out of work has become a problem of no mean order for both state and nation to seriously consider.

We are apt to think of the laboring class in this country as well fed, well clothed, and well housed, and not proper objects of solicitude. We are incredulous when told that Germany's poorer classes, though less favored by circumstances, maintain a higher level of well being, and a far higher level of vitality, than those of either the United States or England; or that we know less about the poverty of our people than almost any other nation of the western world; or that Americans work themselves out at an earlier age, and are more liable to fluctuations of employment than European workmen, and industrial accidents are much more frequent.

The problem of the disemployed is virtually the same, whether under a democracy or under a monarchy.

Everywhere poverty is squalid and debasing. Everywhere the relations of capital and labor are similar. Everywhere there is the same gulf between luxury and penury.

Workmen suffer no class of misfortune which appeals more strongly to sympathy than accident. But however keenly those engaged in dangerous industries have appreciated the perils which constantly menace them, the outside world has often looked on with too much indifference.

We are far more impressed by the loss of 22,000 men in the two years of the Boer War than by the fact that almost the same number were killed in railroad accidents in the United States during the three years ending June 30, 1900; and the statement, often repeated, that the enormous disparity between this country and England and other lands in the matter of railroad accidents is constantly growing, does not arouse us to definite action.

Even if accidents in this country were not excessive; if the loss in industrial efficiency from that cause is unavoidable; if the workman appreciates the risk of his work and is discriminately compensated, nothing except some form of insurance or mutual effort could make suitable provision for the uncertainty of life.

But, as a matter of fact, a comparison of this with other countries leads us to believe that accidents here are far more numerous than they should be. The workman may learn, in a disconnected fashion, that in the mines of England and Wales, of 527,000 employees, 101,000 are injured each year, and 1,000 are killed; that the percentage is nearly three times as great in the United States; that there were nearly 1,000 killed in the mines of the United States during the month of December, 1907; that for the year ending June 30, 1906, of about 1,500,000 employees on the railroads of the United States, about 4,000 were killed, being one of every 387, and over 76,000 were injured, or one in 20; that of 56,000 employed on the steam railroads of Massachusetts, for an average of ten years 70 were killed each year and 464 injured, and on electric railroads a slightly higher ratio. But from such figures the workman does not deduct any law of risks, or make any estimate of the cost of assuming them, unless he takes life insurance.

As it is now, we pension one class of citizens and send another class to the poorhouse; we give a badge of honor to the soldier who has served or suffered on his country's battlefield, but we brand with the stigma of disgrace the soldier of industry who has suffered in health or in limb in the industrial life of his generation.

The problems of poverty and pauperism, the treatment of accidents, sickness, and invalidity, as related to industry, all suggest certain social responsibilities calling for the state's intervention and for social legislation.

Letter No. 21 will tell why wealthy men take life insurance.

ASIATIC EXCLUSION LEAGUE NOTES.

The regular monthly meeting of the league will be held next Sunday, November 21st, in the Labor Temple, 316 Fourteenth street, commencing at 2:30 p. m. Delegates and all interested friends are requested to attend.

Contributions for the month of November are now due and payable at the office of the league, 815 Metropolis Building.

At the last meeting of the executive board it was reported that the interest in the Asiatic question is as keen as ever, and numerous requests for information are received at headquarters from all sections of the country, and, occasionally, from foreign lands.

President Tveitmoe called attention to the naturalization of Asiatics other than Japanese, Chinese and Hindus, as referred to by Richard H. Campbell, Chief of the Bureau of Naturalization, who in his recent decision contended that Syrians, Persians, Arabs and others of that type were of the white race. At the suggestion of the president, the executive board concurring, the

secretary was directed to investigate the same and report at the next meeting.

In the matter of land occupations by Asiatics in the United States, as referred to by Yosaburo Yoshida of the University of Wisconsin in his article, "Sources and Causes of Japanese Immigration," in the "Annals" of September, President Tveitmoe advised that the committee on publicity and statistics make a comparison and submit the result to the league next Sunday.

GOOD HALLS TO RENT.

In the Labor Temple, at 316 Fourteenth street, near Mission, there are some excellent halls to rent. Full information may be obtained on the premises. ***

"Our example is worth a thousand arguments."
—W. E. Gladstone.



SEE that the Bartender who waits on you wears one of these Buttons. Color: Nov., Gold on Dark Blue.

New Orpheum O'Farrell Street bet. Powell and Stockton

Safest and Most Magnificent Theatre in America. Week beginning this Sunday Afternoon. MATINEE EVERY DAY. ARTISTIC VAUDEVILLE.

JOHN B. HYMER AND COMPANY OF TEN in "The Devil and Tom Walker;" BEN WELCH in Italian and Hebrew Characters; VITTORIA & GIORGETTA; KATCHEN LOISSET and Her Mimic Dog "Honey;" DEHAVEN SEXTET with Sydney C. Gibson; HOWARD'S MUSICAL SHETLANDS AND COMEDY CANINES; MILT WOOD; NEW ORPHEUM MOTION PICTURES. Last Week EDWIN STEVENS aided by Tina Marshall, presenting "An Evening With Dickens."

Evening Prices, 10, 25, 50, 75. Box Seats, \$1.00. Matinee Prices (except Sundays and Holidays), 10, 25, 50c.

PHONE DOUGLES 70.

The Denver House

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400 Rooms, Electric Lights, Call Bells, Hot and Cold Water. Rooms 35c to 50c per day; \$2.00 to \$2.50 per week. Phone KEARNY 3373.

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Baths 25 cents. 75 private tubs, with separate apartments for ladies. UNION BATH HOUSE. Laundry Office. Phone KEARNY 3373.

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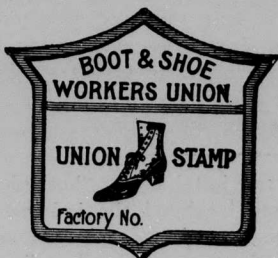
Brooklyn Hotel

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Board and Room, \$1.00 per day; \$6.00 to \$8.00 per week. Rooms only, 50c; Family Rooms, \$1.00. Choice Single Rooms, \$2.00 per week up. Board and Room, two meals per day, including three on Sunday, \$5.00 per week up. Single meals, 25c. Free Bus. Chas. Montgomery

UNION MEMBERS, BE CONSISTENT!

Buy Shoes Bearing the Union Stamp



Union Stamp Shoes for Men, Women and Children can be had if you insist. If you don't insist you are actually an employer of Convict, Unfair and Citizens' Alliance Labor.

The Union Stamp stands for Arbitration, Peace and Liberty in the Shoe Trade. Shoes without the Stamp stand for Convict, Unfair, Non-Union and Alliance Labor, supported by fraud and slander.

Boot and Shoe Workers' Union

246 SUMMER STREET

BOSTON, MASS.

San Francisco Labor Council

Synopsis of Minutes of the Regular Meeting Held November 12, 1909.

Meeting called to order at 7:15 p. m., Vice-President Schilling in the chair. President Kelly excused. Delegate Roche appointed vice-president pro tem. Minutes of the previous meeting approved as printed.

Application for Affiliation—From Newspaper Carriers, No. 12831, referred to organizing committee, with instructions to report at this meeting.

Credentials—Barbers—Isodore Less, vice Oscar Hinters. Bartenders—H. Wright, vice R. H. Patterson. Newspaper Carriers—Jas. Elliott, E. G. Harrison. Delegates seated.

Communications—Filed—From Box Makers and Sawyers, notification of discontinuance of appeal for financial assistance. From Associated Charities, requesting Council to purchase papers. From Department of State, Washington, D. C., in reference to imprisonment of Mexican patriots. From Anti-Jap Laundry League, copy of communication sent to Machinists, No. 68, in reference to Japanese employed in garages. From Post Office Clerks' Union, stating that International Federation had made an appeal for Swedish strikers. From the A. F. of L., notification of receipt of letter in reference to Butcher Workmen. From the United Hatters of North America, receipt for donations made, and expressing hope of a complete victory soon. From Boiler Makers, No. 205, enclosing donation to Swedish strikers. Referred to Asiatic Exclusion League—From member of Shoe Repairers' Union, calling attention to Japanese competitors. Referred to Financial Secretary—From Hackmen's Union, notification of reduction in membership. Referred to Organizing Committee—From the A. F. of L., requesting return of seal and charter of suspender workers; also application from a number of workers in two different lines requesting to be organized. Referred to Executive Committee—From Newspaper Solicitors' Union, requesting boycott on San Francisco "Call," and giving reasons therefor. From Milkers' Union, asking for an opportunity to appear before the executive committee.

At this time the organizing committee reported favorably upon the application of the Newspaper Carriers for affiliation, and recommended that their delegates be seated; concurred in.

Bro. Doyle called the Council's attention to the amount of salary paid to the secretary of the Council, stated that he believed this sum inadequate and moved that the salary of the secretary be increased to \$40 per week; motion carried.

Mr. R. Martin, member of Painters' Union, No. 19, with his wife, who had gone blind, was given the privilege of the floor to address the delegates, and solicited their aid in helping to send his wife to Vienna for treatment by a specialist in the hope that she might recover from her unfortunate affliction. A committee was appointed to assist in distributing the tickets, and a recess was declared, at the end of which Mr. Martin thanked the Council for its support, he having raised the sum of \$34.

Reports of Unions—Stablemen—Reported that their differences with Central Stables had been settled; desired to withdraw application for boycott on said place. Bakers—Will give masquerade ball on November 20th, request all unionists to assist in making same a success; will shortly issue a union label to be placed on bread. Retail Clerks—Request a demand for their union card, and asked members of unions to walk out of stores where same is not produced; Bro. Max E. Licht has been elected international president.

At this hour Bro. Lewis F. Weyand, organizer for Boiler Makers and Iron Ship Builders, was invited to address the delegates. He extended

his fraternal greetings to the Council, and expressed deep appreciation of the work accomplished by the Council in behalf of his International Union. He stated that due to our action, they had been able to eliminate dual locals throughout the country.

Executive Committee—The committee reported favorably upon the request of the Barbers' Union for a blanket boycott on four barber shops in the vicinity of Ellis and Market streets. The secretary reported that he found the complaint of the barbers well-founded, so far as violations of their closing-hour regulations were concerned. On motion the recommendation of the committee was concurred in. The committee further reported that the Bakery Wagon Drivers and F. O. Carlson had settled their differences, and recommended that both communications bearing thereon be filed. Also reported that they had referred the complaint of the Solicitors' Union against the Newspaper Publishers' Association back to that union for action, and had instructed the secretary to wire the A. F. of L. and request them to wire the decision on protest of publishers against issuance of charters to the newspaper solicitors and newspaper carriers. Further that they had instructed the secretary to communicate with Building Trades Council and register a complaint against Engineers' Union, No. 64, for retaining members who should belong to the Machinists' Union. Also that they had instructed the secretary to summon the representative of the Moving Picture Machine Operators' Union, for the purpose of investigating a complaint which had been received in reference to that organization.

Auditing Committee—Reported favorably on all bills, and warrants ordered drawn for same.

Organizing Committee—Many new unions being organized; prospects bright for progress in the coming year.

Labor Day Committee—Will meet Saturday, November 20th, to complete business, and will render a final report at that time; will also distribute gavels won by unions on Labor Day.

Receipts—Bartenders, \$10; Machine Hands, \$2; Molders, \$10; Mailers, \$4; Blacksmiths, \$4; Barbers, \$14; Drug Clerks, \$4; Photo Engravers, \$4; Glass Blowers, \$6; Newspaper Carriers, affiliation fee, \$5; Post Office Clerks, \$4; Ship Drillers, \$4; Boiler Makers, No. 25, \$6; Pattern Makers, \$6; Blacksmiths' Helpers, \$4; Cracker Bakers, \$4; Horse Shoers, \$4; Tobacco Workers, \$2; Milk Wagon Drivers, \$8; Pile Drivers, \$6; Laundry Wagon Drivers, \$12; Upholsterers, \$6. Total, \$129.

Expenses—Secretary, \$30; postage, \$3; extra stenographic work, \$12; stenographer, \$20; "Bulletin," 25 cents; Brown & Power, stationery, \$3.50. Total, \$68.75.

Adjourned at 9:30 p. m.

P. S.—Members of affiliated unions are urged to demand the union label on all purchases.

Respectfully submitted,

ANDREW J. GALLAGHER, Secretary.

The printing pressmen have voted against the proposition of the international body to raise \$100,000 for the purpose of establishing a sanitarium for members afflicted with tuberculosis and to maintain a home for superannuated members. The reason for voting down the proposition is that, if any special sum is to be raised at this time, it should be for the further organizing of the craft and strengthening the unions.

"Beg pardon," said the hotel clerk, "but what is your name?" "Name!" echoed the indignant guest, who had just registered. "Don't you see my signature there on the register?" "I do," replied the clerk calmly. "That is what aroused my curiosity."

Hansen & Elrick

Men's Furnishers

NOW
HAVE A BRANCH STORE

766 MARKET ST.
PHELAN BLDG.

—ALSO—

353 MONTGOMERY—1105 FILLMORE

UNION MADE

Suits

Overcoats Rain Coats

\$15 to \$25

WALLENSTEIN & FROST

824 MARKET STREET opp. 4th

Patronize

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Union Hats

LUNDSTROM HATS

ARE MADE IN SAN FRANCISCO
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Four Stores:

1178 Market Street
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UNION MADE **SHOES** FOR MEN
WOMEN AND CHILDREN
Brockton Shoe Store
1427-1429 Fillmore St.
NEAR ELLIS

Municipal Ownership

By Edward P. E. Troy.

Liverpool was founded by King John as a free burgage town, in 1207, eight years before the grant of Magna Charta. The harbor dues, that year \$50, a century later were \$2,850. The total receipts for 1908 of the Liverpool Docks' Board were \$8,692,283, paid by 25,635 vessels, totalling 17,064,211 tons.

The publically-owned docks and warehouses cost \$150,000,000, occupy 1,677 acres, containing 584 acres of water within enclosed docks, and 36 miles of quay. Here, the greatest known mart of commerce, is established the price of wheat and other products for the world. It has been developed on the banks of the Mersey, formerly a shallow estuary, and a vast tract of low, marshy ground, where the difference in the tides is from 27 to 37 feet.

The vast trade, and the prosperity of the people of Liverpool are due, largely, to its control of the public services. Commerce and the home are free from private taxation there. It was the first city in England to provide public baths, in 1792, and wash houses, in 1842. Markets and cemeteries have been municipal since the earliest time. Libraries, museums, schools, eradicating slums, model artisans' dwellings, and seven large hospitals care for education and health. Rents from city property yield \$500,000 yearly.

Pure water from the distant Vrynwy Valley is furnished to 198,000 consumers. The receipts are \$1,776,017; expenses, \$1,727,170 annually. The average paid by each private consumer is \$5.53. The electric light plant cost \$10,000,000. Its yearly receipts are \$1,200,000, and expense \$500,000; also \$100,000 are set aside annually to reduce taxes.

The poor service of the tramway company, and the low wages paid employees, caused Liverpool to take over its tramways in 1897. Manager C. W. Mallins reports gross assets of \$12,643,126. Sinking and other funds reduced the debt to \$7,481,023, or 40 per cent in 12 years.

The trams carry 121,927,833 passengers paying an average fare of 2.24 cents. The company average, in 1897, was 3.67 cents. Municipal ownership reduced fares 40 per cent, and saves the people of Liverpool, annually, \$1,743,568 in car fares. The profit of operation was \$892,990 for the year. A similar 40 per cent reduction would save \$3,200,000 annually in San Francisco—a sum equal to half our city taxes!

The fares collected in Liverpool equal \$3.37 per capita; the average of each car is \$5.114; every passenger is seated. In San Francisco, car fares paid four companies equal \$8,000,000 annually, or \$23 per capita.

The United Railroads had 921 cars in 1901, and receipts of \$5,125,000, its capital was \$35,000,000. Today it has but 475 cars, receipts of \$7,500,000, and watered capital of about \$91,000,000, or \$191,000 per car. This is 14 times as great as Liverpool's municipal tramway capitalization per car!

Human life is sacred in Liverpool. In 10 years its municipal cars killed but 72 persons, an average of 7.2 yearly. Statistician E. M. Coffey of the San Francisco Board of Health reports **eighty-three** persons killed by the cars in **one** year—1908.

Liverpool kills but one in 100,000 of its population annually. In San Francisco, one in every 4,300 was the bloody record. With the same proportion as Liverpool, but **three** persons would be killed here, and **eighty** human lives saved each year. The greed of private ownership, operating crowded cars at high speed, without fenders, caused 24 times as many death in San Francisco as the municipal tramways in Liverpool.

Municipal ownership alone will cure this evil.

VALLEJO TRADES AND LABOR COUNCIL. Synopsis of Minutes of the Regular Meeting Held November 12, 1909.

Called to order at 7:30 p. m., President G. M. Jewett in the chair. Minutes of previous meeting read and approved.

Credentials—Bakers' Union, No. 24, Harry Fisher of San Francisco.

Communications—From Boilermakers, withdrawing delegates; filed. From Painters' International, relative to candidacy for office of a member; referred to Painters' Union. Petition to Congress asking submission to state legislatures of an amendment which will enable women to vote; submitted for signatures of delegates.

Reports of Unions—Painters—Levied assessment to aid organization of migratory labor. Carpenters—Will give one cent per capita a month to aid in organizing migratory labor; initiated one; two applications. Electrical Workers—Initiated one. Machinists—Initiated three, laid on table matter relative to members patronizing Astor House; contributed \$10 to strikes. Federal—Initiated two; one application. Typographical—Levied monthly assessment to aid in organizing migratory labor.

Reports of Committees—Executive—Decided to communicate with merchants the retail clerks' desire placed on unfair list.

P. S.—Members of affiliated unions are urged to demand the union label on all purchases.

FRANK M. WYNKOOP, Correspondent.

NOTICE TO WORKINGMEN.

The Hartford, Conn., Typographical Union, through its officers, is notifying union men and their friends that the following insurance companies, with offices in Hartford, have large amounts of printing done under non-union conditions, some running offices of their own, and others patronizing offices which refuse to employ union printers: Aetna Life Insurance Company, Travelers' Insurance Co., Hartford Steam Boiler Insurance & Inspection Company, Connecticut Fire Insurance Company, Hartford County Mutual Company, Hartford Fire Insurance Company, National Fire Insurance Company, Orient Insurance Company, Phoenix Mutual Life Insurance Company, Scottish Union and National Insurance Company, Aetna Indemnity Company, Connecticut General Life Insurance Company, Connecticut Mutual Life Insurance Company.

QUITE QUALIFIED.

A young lady who had written "urgent" on her card was shown into the office of a hospital principally devoted to surgical cases. "And what is your business?" said the gentleman in authority. "I wish," she answered, "to become a nurse in this institution." "Have you had any previous experience?" "Experience?" exclaimed the applicant. "I should think so! Two of my brothers are professional football players, another has tried to cross the bay in an aeroplane of his own make, mother is a suffragette, and father drives a motor car!"

PERCIVAL STILL LIVES.

Another good little editor story is going the rounds that is worth embalming: Percival was a young man who wrote a little introspective sonnet entitled "Why Do I Live." He sent the sonnet to one of the magazines and he waited, he waited and he waited, until he was heartsick, and then he wrote to the magazine and said: "I sent you a little sonnet entitled 'Why Do I Live,' and it has not appeared." The brutal editor of the magazine replied to him: "Percival, we received your sonnet 'Why Do I Live?' You sent it by mail, and you live because you did not bring it around to the office in person."

Bridge teacher: "Now, if your partner is dealer, and has a dreadful hand, what will she make it?" Mrs. Baker: "No trumps." Bridge teacher: "Why, you don't know anything about bridge?" Mrs. Baker: "Possibly not; but I know all about my partner."

Children's Account

Your children should be taught to save. Open an account for each of them today. Show them by example that you believe in a savings account. They cannot start too soon.

HUMBOLDT SAVINGS BANK

783 Market Street, near Fourth, San Francisco

THE GERMAN SAVINGS AND LOAN SOCIETY

(The German Bank.)
Member of the Associated Savings Banks of San Francisco.

526 California St., San Francisco, Cal.

Guaranteed Capital	\$1,200,000 00
Capital actually paid up in cash	\$1,000,000 00
Reserve and Contingent Funds	\$1,504,498 68
Deposits June 30, 1909	\$36,793,234 04
Total Assets	\$39,435,681 38

Remittances may be made by Draft, Post Office, or Wells Fargo & Co's. Money Orders, or coin by Express.

Office Hours: 10 o'clock a. m. to 3 o'clock p. m., except Saturdays to 12 o'clock noon, and Saturday evenings from 6:30 o'clock p. m. to 8 o'clock p. m., for receipt of deposits only.

OFFICERS—President, N. Ohlandt; First Vice-President, Daniel Meyer; Second Vice-President, Emil Rohte; Cashier, A. H. R. Schmidt; Assistant Cashier, William Herrmann; Secretary, George Tourny; Assistant Secretary, A. H. Muller; Good-fellow & Sons, General Attorneys.

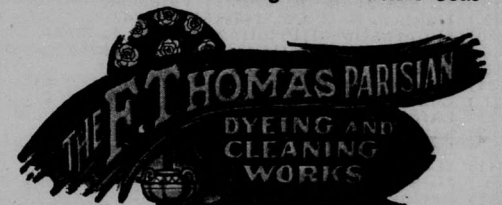
BOARD OF DIRECTORS—N. Ohlandt, Daniel Meyer, Emil Rohte, Ign. Steinhart, I. N. Walter, J. W. Van Bergen, F. Tillman, Jr.; E. T. Kruse and W. S. Goodfellow.

MISSION BRANCH, 2572 Mission Street, between 21st and 22nd Streets, for receipt and payment of Deposits only. C. W. Heyer, Manager.

RICHMOND DISTRICT BRANCH, 432 Clement Street, between 5th and 6th Avenues; for receipt and payment of Deposits only. W. C. Heyer, Manager.

Established 1853

Largest on Pacific Coast



27 TENTH STREET, S. F.

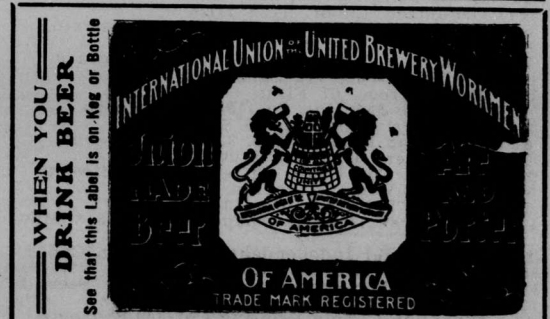
Branches: 1158 McAllister Street, S. F.
1348 Van Ness Ave., S. F.
1164 Broadway, Oakland

Highest Class Work
Moderate Prices
Quick Delivery

Blankets and Curtains Cleaned by Antiseptic Process.

Men's Suits in 48 Hours

PHONE US—Market 1620



G. B. BENHAM
ATTORNEY AT LAW

ROOMS 126 AND 127

1112 MARKET ST., COR. MCALLISTER

OPP. 7TH ST. PHONE MARKET 167

ALLIED PRINTING TRADES COUNCIL.



LIST OF UNION OFFICES.

- *Linotype Machines.
†Monotype Machines.
‡Simplex Machines.
- (2) Abbott, F. H., 545-547 Mission.
(116) Althof & Bahls, 330 Jackson.
(37) Altwater Printing Co., 2565 Mission.
(52) American Printing Co., 88 First.
(1) Art Printery, The, 1208 Golden Gate Ave.
(211) Associated Printing and Supply Co., 711 Sansome.
(172) Automatic Printing Co., 422 Sacramento.
(48) Baldwin & McKay, 166 Valencia.
(185) Banister & Oster, 320 McAllister.
(7) *Barry, Jas. H. Co., 1122-1124 Mission.
(16) Bartow, J. S., 88 First.
(82) Baumann Printing Co., 120 Church.
(73) *Belcher & Phillips, 509-511 Howard.
(6) Benson, Charles W., 1134 Tennessee.
(14) Ben Franklin Press, 184 Erie.
(139) Bien, San Francisco (Danish-Norwegian) 643 Stevenson.
(89) Boehme & McCreedy, 513 1/2 Octavia.
(99) *Bolte & Braden, 50 Main.
(196) Borgel & Downie, 718 Mission.
(104) Britton & Rey, 215 Bay.
(166) Brower-Morse Co., 136 Fern Ave.
(93) Brown & Power, 327 California.
(3) *Brunt, Walter N. Co., 860 Mission.
(4) Buckley & Curtin, 38 Mint Ave.
(176) California Press, 50 Main.
(11) *Call, The, Third and Market.
(71) Canessa Printing Co., 635 Montgomery.
(90) †Carlisle, A. & Co., 251-253 Bush.
(39) Collins, C. J., 3358 Twenty-second.
(97) Commercial Art Co., 53 Third.
(206) Cottle Printing Co., 2589 Mission.
(41) Coast Seamen's Journal, 44-46 East.
(142) *Crockett, H. S. Co., 230-240 Brannan.
(25) *Daily News, Ninth near Folsom.
(157) Davis, H. L. Co., 251 Kearny.
(12) Dettner Press, 451 Bush.
(178) Dickinson & Faist, 1442 O'Farrell.
(179) *Donaldson & Moir, 330 Jackson.
(46) Eastman & Co., 2792 Pine.
(54) Elite Printing Co., 897 Valencia.
(62) Eureka Press, Inc., 718 Mission.
(53) Foster & Ten Boesch, 340 Howard.
(101) Francis-Valentine Co., 285 Thirteenth.
(180) Frank Printing Co., 1353 Post.
(203) *Franklin Linotype Co., 509 Sansome.
(78) Gabriel-Meyerfield Co., Battery and Sacramento.
(121) *German Demokrat, 51 Third.
(75) Gille Co., 2257 Mission.
(56) *Gilmartin & Co., Ecker and Stevenson.
(212) Golden Gate Printing Co., 63 McAllister.
(17) Golden State Printing Co., 1842 Sutter.
(140) Goldwin Printing Co., 1757 Mission.
(193) Gregory, E. L., 245 Drumm.
(190) Griffith, E. B., 581 Valencia.
(122) Guedet Printing Co., 966 Market.
(127) *Halle R. H., 68 Fremont.
(20) Hancock Bros., 227 Bush.
(158) †Hanson Printing Co., 259 Natoma.
(19) *Hicks-Judd Co., 270-284 Valencia.
(47) Hughes, E. C. Co., 147-151 Minna.
(150) *International Printing Co., 330 Jackson.
(66) Jalumstein Printing Co., 514 Turk.
(98) Janssen Printing Co., 533 Mission.
(124) Johnson & Twilley, 1272 Folsom.
(21) Labor Clarion, 316 Fourteenth.
(111) Lafontaine, J. R., 243 Minna.
(168) Lanson & Lauray, 1216 Stockton.
(50) Latham & Swallow, 510 Clay.
(141) *La Voce del Popolo, 641 Stevenson.
(57) *Leader, The, 643 Stevenson.
(118) Levinston, L., 640 Commercial.
(108) Levison Printing Co., 1540 California.
(45) Liss, H. C., 500 Utah.
(44) Lynch, James T., 28-30 Van Ness Avenue.
(102) Mackey, E. L. & Co., 788 Mission.
(175) Marnell & Co., 77 Fourth.
(174) *Marshall Press, 809 Mission.
(23) Majestic Press, 315 Hayes.
(22) Mitchell, John J., 52 Second.
(58) *Monahan, John, 311 Battery.
(24) Morris, H. C., Commercial and Front.
(159) McCracken Printing Co., 806 Laguna.
(55) McNeil Bros., 788 McAllister.
(91) McNicoll, John R., 532 Commercial.
(65) *Murdock Press, The, 68 Fremont.
(115) *Myssell-Rollins Co., 22 Clay.
(105) *Neal Publishing Co., 66 Fremont.
(208) *Neubarth, J. J., Fifteenth and Mission.
(43) Nevin, C. W., 154 Fifth St.
(86) O. K. Printing Co., 2299 Bush.
(144) Organized Labor, 1122 Mission.
(59) Pacific Heights Printery, 2484 Sacramento.
(81) *Pernau Publishing Co., 423 Hayes.
(70) *Phillips & Van Orden, 509-511 Howard.
(110) Phillips, Wm., 712 Sansome.
(109) Primo Press, 67 First.
(143) Progress Printing Co., 1004 Devisadero.
(213) Rapid Printing Co., 340 Sansome.
(64) Richmond Banner, The, 320 Sixth Avenue.
(61) *Recorder, The, 643 Stevenson.
(26) *Roesch Co., Louis, Fifteenth and Mission.
(83) Samuel, Wm., 16 Larkin.
(30) Sanders Printing Co., 443 Pine.
(145) †San Francisco Newspaper Union, 818 Mission.
(84) †San Rafael Independent, San Rafael, Cal.
(194) San Rafael Tocsin, San Rafael, Cal.
(154) Schwabacher-Frey Co., Folsom near Second.
(125) *Shanley Co., The., 147-151 Minna.
(13) *Shannon-Conmy Printing Co., 509 Sansome.
(152) South City Printing Co., South San Francisco.
(31) Springer & Co., 1039 Market.
(28) *Stanley-Taylor Co., 554 Bryant.
(29) Standard Printing Co., 324 Clay.
(88) Stewart Printing Co., 480 Turk.
(49) Stockwitz Printing Co., 1118 Turk.
(10) *†Sunset Publishing House, Battery and Commercial.
(63) Telegraph Press, 66 Turk.
(187) *Town Talk, 88 First.
(210) Travers, Chas. S. Co., 130 Kearny.
(163) Union Lithograph Co., 741 Harrison.

- (177) United Presbyterian Press, 1074 Guerrero.
(85) Upton Bros. & Dalzelle, 144-154 Second.
(171) Upham, Isaac Co., Seventeenth and Folsom.
(33) *Van Cott, W. S., 88 First.
(35) *Wale Printing Co., 883 Market.
(161) Western Press, Inc., 3211 Sixteenth.
(34) Williams, Jos., 1215 Turk.
(189) *Williams Printing Co., 406 Sutter.
(112) Wolff, Louis A., 64 Elgin Park.

BOOKBINDERS.

- (2) Abbott, F. H., 545-547 Mission.
(116) Althof & Bahls, 330 Jackson.
(128) Barry, Ed., 508 Commercial.
(104) Britton & Rey, 215 Bay.
(93) Brown & Power Co., 327 California.
(142) Crocker Co., H. S., 230-240 Brannan.
(56) Gilmartin Co., Ecker and Stevenson.
(19) Hicks-Judd Co., 270-284 Valencia.
(47) Hughes, E. C., 147-151 Minna.
(100) Kitchen, Jno. & Co., 67 First.
(108) Levison Printing Co., 1540 California.
(132) McIntyre, Jno. B., 1165 Howard.
(131) Malloye, Frank & Co., 251-253 Bush.
(115) Myssell-Rollins Co., 22 Clay.
(105) Neal Publishing Co., 66 Fremont.
(110) Phillips, Wm., 712 Sansome.
(154) Schwabacher-Frey Co., Folsom near Second.
(47) Slater, J. A., 725 Folsom.
(28) Stanley-Taylor Co., 554 Bryant.
(132) Thumler & Rutherford, 721-723 Larkin.
(163) Union Lithograph Co., 741 Harrison.
(171) Upham, Isaac Co., Seventeenth and Folsom.
(85) Upton Bros. & Dalzelle, 144-154 Second.
(133) Webster, Fred, Ecker and Stevenson.

PHOTO ENGRAVERS.

- (27) Bingley, L. B., 1076 Howard.
(37) Brown, Wm., Engraving Co., 140 Second.
(36) California Photo Engraving Co., 141 Valencia.
(29) Commercial Art Co., 53 Third.
(52) Commercial Photo & Engraving Co., 509 Sansome.
(28) Phoenix Photo-Engraving Co., 660 Market.
(32) San Jose Engraving Co., 32 Lightston, San Jose.
(44) Sierra Engraving Co., Commercial and Front.
(30) Sunset Publishing House, Battery and Commercial.
(40) Sutter Engraving Co., 420 J. Sacramento.
(53) Tribune Publishing Co., 8th and Franklin, Oakland.
(38) Western Process Eng. Co., 76 Second.
(42) Yosemite Engraving Co., 1918 Center, Berkeley.

ELECTROTYPERS AND STEREOTYPERS.

- Hoffschneider Bros., 138 Second.
Sunset Publishing House, Commercial and Battery.

MAILERS.

- Rightway Mailing Agency, 860 Mission.

WE DON'T PATRONIZE LIST.

The concerns named below are on the "We Don't Patronize" list of the San Francisco Labor Council. Members of labor unions and sympathizers are requested to cut this out and post it at home.

- American Tobacco Company.
Bekin Van & Storage Company.
Butterick patterns and publications.
California Saw Works, 715 Brannan.
Capitol Restaurant, 726 Turk.
Carson Glove Company, San Rafael, Cal.
Clark's Bakery, 439 Van Ness Avenue.
Crescent Feather Co., Nineteenth and Harrison.
Gunst, M. A., Cigar Stores.
Hart, M., furnishing goods, 1548 Fillmore.
Hayes Park Laundry.
Moraghan Oyster Company.
National Biscuit Company of Chicago products.
Pacific Oil and Lead Works, 155 Townsend.
Sutro Baths.
United Cigar Stores.

WE DON'T PATRONIZE LIST.

The concerns named below are on the "We Don't Patronize" list of the Central Labor Council of Alameda County. Members of labor unions and sympathizers are requested to cut this list out and post it at home:

- All 10-cent Barber Shops.
American Fuel Co.
Barber Shop, 471 8th street.
Becker Markets, 908 Washington and 519 13th streets.
Bekin Van and Storage Company.
Eagle Box Factory.
French & Peterson, Parcel Delivery.
Holstrom, horseshoer, 1320 San Pablo avenue.
Marshall, Steel & Co., tailors, Berkeley.
Pike Woolen Mills, tailors.
Renacker, tailor, 418 San Pablo avenue.

Try one of our \$20.00 or \$25.00 suits to order. You'll pay \$30.00 or \$35.00 elsewhere. Union label. Neuhaus & Co., tailors, 506 Market St. ***

TYPOGRAPHICAL TOPICS.

At the meeting of the Joint Conference Board of International Unions of the printing trades, held in Toronto during the first week of the present month, the following action was taken regarding the appeals of San Francisco Typographical Union and San Francisco Stereotypers' and Electrotypers' Union against the action of San Francisco Allied Printing Trades Council in refusing to seat properly accredited delegates from the Stereotypers' Union; in withdrawing labels from the San Francisco newspapers, and in deposing George A. Tracy as president of the Council:

"That the appeal of the San Francisco Stereotypers' Union be sustained; that both the appeals of the Stereotypers' Union and San Francisco Typographical Union, No. 21, relative to the withdrawal of the labels, be sustained; that Typographical Union, No. 21, be instructed to re-affiliate with the Council; that the Council be instructed to then restore Mr. George A. Tracy to his position as president of the San Francisco Allied Printing Trades Council, and that Mr. Tracy then be given the right to appeal from the action of the Council in deposing him."

P. W. Pray, accompanied by his wife, came up from Los Angeles a few days ago. They traveled by the automobile route and viewed the scenery of California to advantage. The winter will be spent in San Francisco, with occasional trips to the ranch at Los Banos in Merced County. Mr. Pray expects to permanently give the automobile preference to the keyboard, and thus prove a shining example to those of us who have long desired the same course in economics.

The regular meeting of the Union Printers' Mutual Aid Society was held last Sunday. Charles H. Jensen was initiated, and applications for membership were received from Philip E. Campau, O. H. Mickel and Homer C. Mather.

T. D. Fennessy has been advanced to the foremanship of the Los Angeles "Examiner" composing room. Another new foreman in the southern city is G. M. Crawford of the "Record." Lately this last paper frequently comes out with twelve pages.

President Tracy returned from Tacoma, Wash., on Wednesday night, the 17th inst. He reports that the scale differences between the Typographical Union of Tacoma and the publishers of that city have been satisfactorily adjusted and a three-year contract has been signed.

The sporting pages of the local papers tell of exceptional prowess in fishing circles last Sunday. One scribe says that "Jim Turner was high hook at Wingo with a 22-pounder." Among those mentioned were Will Turner, T. F. Evans and Joe Springer. It is said that James S. Turner takes off his hat while fishing, with the result that the attraction is too great for the members of the finny chapel.

The pension voucher will be mailed to Indianapolis next Saturday.

Secretary-Treasurer Michelson desires information of the following five gentlemen whose names appear on No. 21's roll: Arthur A. Hall, C. L. Friel, C. H. Hartson, B. J. James and J. M. McDonald.

The Sacramento "Union" has been sued for \$25,000 damages by the Sacramento Rochdale Company, because of a story published on September 15th which stated that the company was "rent with internal dissension," and criticised some of the officers.

Representatives of Brown Brothers of Berlin, N. H., and Portland, Me., extensive paper manufacturers, who control the Quebec & St. Maurice Industrial Company, have perfected plans for the immediate erection of pulp and paper mills at La Tuque, Quebec, to cost \$2,000,000, with an additional heavy expenditure for the development of water power.

DIRECTORY OF UNIONS

Labor Council—Meets every Friday at 8 p. m. at 316 Fourteenth street. Secretary's office and headquarters, San Francisco Labor Temple, 316 Fourteenth street. Executive and Arbitration Committee meets at headquarters every Monday at 7:30 p. m. Organizing Committee meets at headquarters on first Wednesday at 8 p. m. Label Committee meets at headquarters on second and fourth Wednesdays. Law and Legislative Committee meets at call of chairman. Headquarters phone, Market 2853.

Baggage Messengers—Meet 2d Mondays, 92 Steuart. **Bakers (Cracker)**, No. 125—Meet 2d and 4th Thursdays, Garibaldi Hall, Broadway, between Kearny and Montgomery.

Bakers (Pie)—Meet 1st and 3d Wednesdays, Mission Turner Hall, 18th and Valencia.

Bakers, No. 24—Meet at headquarters, 1st and 3d Saturdays, 1791 Mission.

Bakery Wagon Drivers—Meet 2d and 4th Sundays, Labor Council Hall, 316 14th.

Barbers—Meet 2d and 4th Mondays, 343 Van Ness Ave.

Barber Shop Porters and Bath House Employees—2d Wednesdays, 225 Third.

Bartenders, No. 41—Meet Mondays, 1213 Market.

Bay and River Steamboatmen—Hdqs., 51 Steuart.

Beer Drivers, No. 227—Headquarters, 177 Capp; meet 2d and 4th Thursdays.

Beer Bottlers, No. 293—Headquarters, 177 Capp; meet 1st and 3d Tuesdays at headquarters.

Bindery Women, No. 125—Meet 2d Friday, Labor Temple, 316 14th.

Blacksmiths' Helpers—Meet 1st and 3d Wednesdays, Labor Council Hall, 316 14th.

Blacksmiths (Ship and Machine), No. 168—Meet 2d and 4th Thursdays, Labor Temple, 316 14th.

Boat Builders—2d and 4th Fridays, Labor Temple, 316 14th.

Boiler Makers, No. 25—Meet 2d and 4th Thursdays, Roesch Hall, 15th and Mission.

Boiler Makers, No. 205—Meet 2d and 4th Thursdays, Polito Hall, 3265 16th.

Boiler Makers, No. 410—J. Toohey, 618 Precita Ave.

Bookbinders, No. 31—Meet 1st and 3d Thursdays, Building Trades Temple, 14th and Guerrero.

Boot and Shoe Cutters—Meet 1st and 3d Thursdays, 8:30 p. m., Moseback's Hall.

Boot and Shoe Workers, No. 216—Meet 1st and 3d Thursdays, 24th and Howard.

Bootblacks—1st and 3d Sundays, Garibaldi Hall.

Bottle Caners—Meet 1st and 3d Fridays, Labor Council Hall.

Box Makers and Sawyers—1st and 3d Tuesdays, 177 Capp.

Brewery Workmen, No. 7—Meet 2d and 4th Saturdays at headquarters, 177 Capp.

Broom Makers—3d Tuesday, Labor Temple, 316 14th.

Butchers—Wednesdays, Labor Council Hall, 316 14th; headquarters 314 14th.

Carriage and Wagon Workers—2d and 4th Wednesdays, Labor Council Hall, 316 14th.

Cemetery Employees—1st and 3d Wednesdays, Wolf's Hall, Ocean View.

Cigar Makers—Headquarters, 316 14th; meet 1st and 3d Thursdays, Labor Council Hall, 316 14th.

Cooks' Helpers—Headquarters, 133 Gough; meet 2d and 4th Wednesdays.

Cooks, No. 44—Headquarters, 803 Howard. Meet Thursday nights at 1213 Market.

Coopers (Machine)—Meet 2d and 4th Thursdays, Labor Council Hall, 316 14th.

Coopers, No. 65—Meet 2d and 4th Thursdays, Labor Council Hall, 316 14th.

Drug Clerks, No. 472—Meet Fridays at 9 p. m., at 343 Van Ness Ave.

Electrical Workers, No. 151—Meet Thursdays, 395 Franklin.

Electrical Workers, No. 537—Meet Wednesdays, 46 Steuart.

Electrical Workers, No. 633—Meet Tuesdays, 395 Franklin.

Garment Cutters—Twin Peaks Hall, 1st and 3d Wednesdays.

Garment Workers, No. 131—Headquarters 316 14th; meet 1st and 3d Thursdays, Labor Temple, 316 14th.

Gas Appliance and Stove Fitters—Meet 2d and 4th Tuesdays, Labor Temple, 316 14th.

Gas Workers—Meet 2d and 4th Thursdays; Labor Temple, 316 14th.

Glass Bottle Blowers—Meet 2d and 4th Saturdays, Labor Temple, 316 14th.

Grocery Clerks—Meet 1st and 3d Thursdays; office, 343 Van Ness Ave.

Hackmen—Meet 1st and 3d Thursdays, Labor Temple, 316 14th.

Hatters—C. Davis, Secy., 1178 Market.

Horseshoers—2d and 4th Thursdays, Building Trades Temple.

Ice Wagon Drivers—Meet 1st and 3d Tuesdays, 124 Fulton.

Janitors—Meet 1st Monday and 3d Sunday (10:30 a. m.), Labor Council Hall, 316 14th.

Laundry Wagon Drivers—Meet 2d and 4th Wednesdays, Van Ness Hall, 222 Van Ness Ave.

Leather Workers on Horse Goods—1st and 3d Thursdays, Building Temple, 14th and Guerrero.

Machine Hands—2d and 4th Tuesdays, Labor Temple, 316 14th.

Machinists' Auxiliary, Golden West Lodge, No. 1—J. Raymond Hooper, Secy., 842 Fulton.

Machinists, No. 68—Headquarters, 228 Oak; meet Wednesdays.

Mallers—Meet 4th Mondays at Labor Temple, 316 14th.

Metal Polishers—Meet 1st and 3d Wednesdays; Veterans' Hall, 431 Duboce Ave.

Milkers—Meet 1st and 3d Tuesdays at headquarters, Helvetia Hall, 3964 Mission.

Milk Wagon Drivers—Wednesdays, 177 Capp.

Molders' Auxiliary—Meet 2d and 4th Mondays, Labor Temple, 316 14th.

Molders, No. 164—Meet Tuesdays, Labor Council Hall, 316 14th; headquarters 316 14th.

Moving Picture Projecting Machine Operators, No. 162—Meet 2d and 4th Tuesdays, 68 Haight.

Musicians—Headquarters, 68 Haight.

Newspaper Solicitors, No. 12,766—V. L. Kline, Secy., 392 Oak.

Paste Makers—1st and 3d Sundays, 441 Broadway.

Pattern Makers—Meet Alternate Saturdays, Roesch Hall, 15th and Mission.

Pavers, No. 18—Meet 1st Mondays, Labor Council Hall, 316 14th.

Post Office Clerks—Meet 4th Friday, Kendrick's Hall, 450 Valencia.

Photo Engravers, No. 8—Meet 1st Sundays at 12 m., in Labor Temple.

Picture Frame Workers—Meet 2d and 4th Tuesdays, Labor Temple.

Pile Drivers, Bridge and Structural Iron Workers—Headquarters, 457 Bryant.

Press Feeders and Assistants—2d Wednesdays, Labor Council Hall, 316 14th; headquarters, 397 Jessie.

Printing Pressmen, No. 24—Meet 2d Mondays, Labor Council Hall, 316 14th; Chas. Radebold, Business Agent, 397 Jessie.

Rammermen—1st Tuesday, Labor Temple, 316 14th.

Retail Clerks, No. 432—Meet Wednesdays, 8 p. m., at headquarters, 343 Van Ness Ave.

Retail Delivery Drivers—Meet at headquarters, 2d and 4th Thursdays, 807 Folsom.

Retail Shoe Clerks, No. 410—Meet Fridays, 8 p. m., headquarters, 343 Van Ness Ave.

Riggers' Protective Union—Meet 1st Mondays, 10 Howard.

Sailors' Union of the Pacific—Mondays, 44 East.

Sail Makers—Meet 1st Thursdays, Labor Council Hall, 316 14th.

Ship Drillers—Meet last Sunday, 114 Dwight.

Soap, Soda and Candle Workers—Meet 3d Mondays, Labor Council Hall, 316 14th.

Soda and Mineral Water Bottlers—Meet 1st Friday, Labor Council Hall, 316 14th.

Soda and Mineral Water Drivers—R. E. Franklin, 649 Castro.

Stable Employees—Meet 2d and 4th Wednesdays, 807 Folsom near 4th.

Stationary Firemen—Meet Tuesdays, Labor Temple, 316 14th.

Steam Fitters and Helpers—Meet 1st and 3d Wednesdays, Labor Council Hall, 316 14th.

Steam Laundry Workers—1st and 3d Mondays, Labor Council Hall, 316 14th; headquarters, 316 14th.

Stereotypers and Electrotypers—Meet 3d Monday, 91 Steuart.

Street Railway Employees—Meet Labor Council Hall, 316 14th; headquarters, 316 14th.

Sugar Workers—Meet 2d Sunday afternoon and 3d Thursday evening, 316 14th.

Tailors (Journeymen), No. 2—Meet 1st and 3d Mondays, Labor Council Hall, 316 14th.

Tanners—Meet 1st and 3d Wednesdays, 24th and Potrero Ave.

Teamsters—Headquarters, 536 Bryant; meet Thursday.

Theatrical Employees—Meet 1st and 3d Tuesdays, 11 a. m., 68 Haight.

Tobacco Workers—Miss Mae Kerrigan, 290 Fremont.

Typographical, No. 21—Headquarters, Room 237, Investors' Building, Fourth and Market. L. Michelson, Sec.-Treas., meet last Sunday, 316 14th.

Undertakers' Assistants—Meet 1st and 3d Thursdays, 431 Duboce Ave.

Upholsterers—Tuesday, 343 Van Ness Ave.

Waiters, No. 30—Meet Wednesdays, 8:30 p. m., at headquarters, 590 Eddy.

Waitresses, No. 48—Meet Mondays, at headquarters, Pacific Building, Fourth and Market.

Water Workers, No. 12,306—Meet 1st and 3d Wednesdays at Lily Hall, 135 Gough.

Web Pressmen—4th Monday, Labor Temple, 316 14th.

FAIR DAIRIES.

The Milkers' Union, No. 8861, announces that the following dairies are conforming to the regulations of the union respecting hours and wages and also use the label of the Milkers' Union.

American Dairy, Louis Kahn, 515 Charter Oak St.

Central Milk Company, 21st and Folsom.

Charles Dias, Wayland and Hamilton streets.

C. M. Johnson, 1278 Hampshire street.

Fairmount Dairy, Hyland and Mission Streets.

John Brannen.

J. A. Christen & Sons, 1427 Valencia street.

Mt. Hamilton Dairy, Frank Marty, 901 Silver Ave.

Mrs. T. Embhoff, Portland Dairy, 325 Hanover.

New Boss Dairy, Jos. Kessel, Six Mile House.

Nick Hansen, California Dairy, 617 Amazon Ave.

People's Dairy, Martin Johnson, San Bruno road.

FAIR LIST

MUSICIANS' MUTUAL PROTECTIVE UNION.

Headquarters and secretaries' office, 68 Haight street.

Notice.

A meeting of the union (adjourned from November 11, 1909), will be held on Friday, November 26, 1909, in the headquarters (Orpheus Hall), at 1 p. m. sharp.

To be acted upon: 1. Continuation of action on report of committee on Price List Revision. 2. Reports of the board of directors and various officers. 3. Action on four proposed constitutional amendments, not considered by the meeting of November 11, 1909.

At the board meeting held November 16th, President Harry Menke presiding, Mrs. J. P. Hildreth, M. Lopes, and T. F. Nowlan were admitted to membership by initiation, and H. Perlet of Local No. 310, New York City, was admitted on transfer. Applications for membership were received from J. H. Husing and H. Thomson, and were laid over one week.

The membership on transfer of D. De Vivo of Local No. 264, San Rafael, has been annulled for failure to comply with Federation by-laws. A. V. Olino has been reinstated to membership in good standing.

The principal, and virtually the only business considered by the meeting of the union held on Thursday, November 11th, was the report of the committee on advisable price-list revision. While the meeting was protracted, and many recommendations of the committee were fully discussed and acted on, the entire report has not been disposed of to the present time. Adjournment was taken to November 25th, at 1 p. m., but attention was afterwards drawn to the fact that this would require the holding of the meeting on Thanksgiving Day, when a considerable number of members would be prevented from attending on ac-

count of professional duties, particularly members engaged in the various theatre orchestras. President Harry Menke, with the sanction of the board of directors, has decided to have the meeting held on Friday, November 26th, at 1 p. m., as being requisite action under the circumstances. The attendance of members employed in theatres is particularly urged, as one recommendation of the committee, relating to special dress required to be worn by theatre orchestras, will be of special interest to such members.

The nominating committee has submitted the following list of nominations to be balloted for at the annual election of officers to occur on Thursday, December 16th:

For president, H. Menke, C. H. Cassasa; for vice-president, D. M. Wright, C. Weisel; for recording secretary, J. A. Keogh, E. H. Slissman; for financial secretary, A. S. Morey, F. Dauernheim; for treasurer, T. Eisfeldt; for directors (fourteen to be elected)—F. Borgel, G. J. Price, F. Hyman, J. J. Matheson, J. D. Hynes, A. L. (Gus) Fourtner, S. Greene, F. G. Knell, J. Green, W. H. Lee, A. Paulsen, F. C. Zeh, C. Porep, A. L. Gath, W. H. Rice, P. Sapiro, A. Apel, E. Magnus, T. Peckham, E. Lada, A. L. Bangle, J. D. Simpson, J. H. Cray, H. Dibben, G. Kenney, J. J. Atkins, E. A. Platt; for delegates to A. F. of M. convention—G. Kenney, A. A. Greenbaum, L. N. Ritzau, J. A. Keogh; for delegates to California State Federation of Labor—T. Eisfeldt, H. Menke, F. Heitman, D. M. Wright, E. A. Platt, G. W. Lerond; delegates to San Francisco Labor Council—F. Heitman, B. Schoenberg, G. Selo, M. Mannheim, C. T. Schuppert, J. H. Meyer, A. Dijeau, J. W. Spencer, J. A. Keogh, H. Menke, D. M. Wright, A. S. Morey, L. N. Ritzau; for delegate to Alameda County Central Labor Council, J. J. Matheson; for delegates to Asiatic Exclusion League, B. Schoenberg, J. W. Spencer; for sergeant-at-arms, J. Peckham, G. Ruge.

Traveling members of the A. F. of M. were reported playing in the jurisdiction as follows: At the Garrick Theatre, with "Three Twins" Co., week of November 7-13, I. Rudisill, musical director, Local No. 33, Port Huron; F. H. Whittier, Local No. 9, Boston; R. Muro, Local No. 2, St. Louis; F. Cork, Local No. 259, Parkersburg; L. H. Perry, Local No. 488, Barre. At the Valencia Theatre, with "Mr. Hamlet of Broadway" Co., week of November 7-13, L. M. Polachek, musical director, of Local No. 77, Philadelphia.

Mr. Thomas Ingram of the Van Ness Theatre orchestra, has been compelled, owing to the condition of his health, to take an enforced vacation. Mr. Ingram left for San Jose on Monday, November 15th, and his many friends in Local No. 6 hope to be able to offer their congratulations on his return to the city, in the best of health and spirits.

Members that desire to have changes of address or instrumentation appear in the 1910 directory and date books, are requested to submit such changes to the secretary not later than Wednesday, November 24th.

Orpheum.

John B. Hymer, one of the best delineators of the negro type, with a company of ten, will appear next week in a musical travesty entitled "The Devil and Tom Walker." Other novel acts will be the popular character comedian, Ben Welch, in Hebrew and Italian impersonations; Vittoria and Giorgetta, renowned European equilibrists, and Katchen Loisset, chanteuse, with her trained pigeons and famous mimic dog "Honey." Next week will be the last of The DeHaven Sextette, with Sydney C. Gibson; Howard's Musical Shetlands and Comedy canines, and Edwin Stevens. The latter, with the assistance of Tina Marshall, will present "An Evening With Dickens." A remarkable series of motion pictures will conclude.

ANTI-JAP NOTES.

(Contributed by the Anti-Jap Laundry League.)

The cooks' helpers are to start a campaign against the employment of Japanese in the kitchens of various restaurants, and it is understood that no restaurant will be considered fair that employs a Jap in any capacity. The Japanese have, up to the present time, displaced many white men in this line of work, and it is hoped that the outcome of this action will be the elimination of the Asiatic from one more form of competition.

The injunction of the Sunset City Laundry through which Japanese have been able to operate their steam boiler without a permit, and without the interference of the city officials, has, through a decision rendered by Judge Seawell of the Superior Court, been dissolved. The Japs have carried on a more or less successful legal campaign for many months in an endeavor to operate their boiler, either with or without a permit, regardless of the opposition of the residents and property owners of the district, which is made up almost entirely of homes and residence property.

NOTES FROM THE MAILERS.

Word has just been received from the International Typographical Union that the proposition to increase the salary of the third or mailer vice-president from \$50 to \$100 per annum received the following vote: For, 15,756; Against, 6,101.

Leroy C. Smith has tendered his resignation as vice-president of Mailers' Union, No. 18. Mr. Smith was recently appointed to the foremanship of the "Chronicle" mailing department, and has the good will and well wishes of all of the members of No. 18.

SAN FRANCISCO'S UNION SHOE STORE

Boys' & Girls' Shoes

B. KATSCHINSKI

Women's Shoes

PHILADELPHIA SHOE CO.

THE GREATEST SHOE HOUSE IN THE WEST

825 MARKET ST., near 4th, Opp. Stockton St.

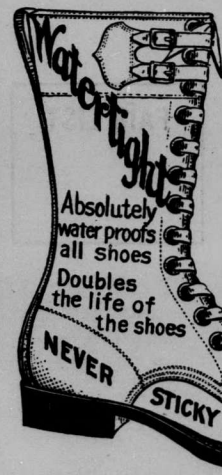
This is the Store that buys and sells more UNION-STAMPED SHOES than any other firm in America, and we sell them at prices that mean a saving to you of from 50c. to \$2.00 on each pair purchased.

Water-Tight Shoe Dressing

Free Samples

A LEATHER FOOD, made by a special process—from finest refined oils—can be used on any leathers—makes all shoes absolutely DAMP-PROOF—and keeps the leather soft and pliable.

Cut this out and upon presentation we will give you a 15c. can Absolutely Free.



NEVER

STICKY OR

GUMMY

This Coupon redeemable up to Dec. 15th.

"The KEYSTONE"

A SHOE FOR MEN EVERY PAIR UNION-STAMPED

They're the best shoes ever sold at the price—we have them in every variety from the heavy working shoe, to the neat dress style—every shape—all leathers, all weights of soles.

\$2.50 \$3.00

\$3.50 \$4.00

